



# 2012 Fast Wage and Tax Facts

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## FEDERAL

Agency websites:

- Internal Revenue Service: [www.irs.gov](http://www.irs.gov)
- Social Security Administration: [www.ssa.gov](http://www.ssa.gov)
- U.S. Dept. of Labor: [www.dol.gov](http://www.dol.gov)

	Effective 7/24/08	Effective 7/24/09
<b>Minimum Wage</b>	\$6.55	\$7.25
<b>Minimum Cash Wage (Tipped Employee)</b>	\$2.13	\$2.13
<b>Maximum Tip Credit</b>	\$4.42	\$5.12
<b>Youth Sub- Minimum Wage</b>	\$4.25	\$4.25

## FICA (Social Security)

Maximum Taxable Earnings: \$110,100  
(Increased from \$106,800 in 2011)

ER Tax Rate: 6.2%  
(Unchanged from 2011)

EE Tax Rates:

Eff. 01/01/12 – 02/29/12 4.2%

Eff. 03/01/12 6.2%  
(Tax rate was 4.2% in 2011)

Self-Employment Tax Rates:

Eff. 01/01/12 – 02/29/12 10.4%

Eff. 03/01/12 12.4%  
(Tax rate was 10.4% in 2011)

## FICA (Medicare)

Maximum Taxable Earnings: No Limit

EE / ER Tax Rates: 1.45%

Maximum Tax: No Limit

Self-Employment Tax: 2.9%

## FUTA (Employer-Paid)

Maximum Taxable Earnings: \$7,000

Percent of Taxable Wages: 6.0%

Maximum Credit: 5.4%

Normal Net Tax: 0.6%

## Supplemental Wage/Bonus Rate

Flat rate withholding method: 25%

Pay over \$1 Million: 35%

## MISSISSIPPI

Agency websites:

- Dept. of Revenue: <http://www.dor.ms.gov/>
- Dept. of Employment Security: <http://www.mdes.ms.gov/Home/index.html>

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<b>Youth Sub- Minimum Wage</b>	\$4.25*	\$4.25*

\*For employment covered under FLSA. Non-FLSA Employers are not subject to a required minimum wage.

## State Income Tax

Wage Withholding: Table

Supplemental Wage/Bonus Rate: No Provision

## Unemployment Insurance

Maximum 2012 Taxable Earnings: \$14,000  
(No change from 2011)

Employee Deduction: None

Employer 2012 Tax Rates: 0.95% - 5.4%  
(Workforce enhancement training fund assessment is 0.15%)

Standard 2012 New Employer Rate: 1.15%  
(New employers pay 1.15% in the 1<sup>st</sup> year, 1.25% in the 2<sup>nd</sup> year & 1.35% for the 3<sup>rd</sup> year)

Voluntary Contribution Permitted: No

## Disability Insurance

Employee Deduction: None

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