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2012 Fast Wage and Tax Facts

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FEDERAL

Agency Websites

- Internal Revenue Service: www.irs.gov
- Social Security Administration: www.ssa.gov
- U.S. Dept. of Labor: www.dol.gov

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

FICA (SOCIAL SECURITY)

Maximum Taxable Earnings (Increased from \$106,800 in 2011)	\$110,100
ER Tax Rate (Unchanged from 2011)	6.2%
EE Tax Rates	
Eff. 01/01/12 – 12/31/12	4.2%
Eff. 01/01/13 (Tax Rate was 4.2% in 2011)	6.2%
Self-Employment Tax Rates	
Eff. 01/01/12 – 12/31/12	10.4%
Eff. 01/01/13 (Tax rate was 10.4% in 2011)	12.4%

FICA (MEDICARE)

Maximum Taxable Earnings	No Limit
EE / ER Tax Rate	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 RATES

Flat rate withholding method	25%
Pay over \$1 Million	35%

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PUERTO RICO

Agency Websites

- Dept. of Rev: www.hacienda.gobierno.pr
- Dept of Labor: www.dtrh.gobierno.pr

	Effective 7/24/08	Effective 7/24/09
Minimum Wage	\$4.59*	\$5.08*
Minimum Cash Wage (Tipped Employee)	\$4.59	\$5.08
Maximum Tip Credit	None	None

* Puerto Rico's minimum wage = 70% of FLSA

STATE INCOME TAX

Wage Withholding	Table
Supplemental Wage/Bonus Rate	No Provision

UNEMPLOYMENT INSURANCE

Maximum 2012 Taxable Earnings (Unchanged from \$7,000 in 2011)	\$7,000
Employee Deduction	None
Employer 2012 Tax Rates (Plus 1.0% job development tax for most Employers)	2.4 - 5.4%
Standard 2012 New Employer Rate (Plus 1.0% job development tax for most Employers)	3.3%
Voluntary Contribution Permitted	No

DISABILITY INSURANCE

Maximum 2012 Taxable Earnings (Unchanged from \$9,000 in 2011)	\$9,000
Employee Tax Rate	0.3%
Employer Tax Rate	0.3%

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