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# 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</b> (Tipped Employee)	\$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)

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

### FICA (MEDICARE)

<b>Maximum Taxable Earnings</b>	No Limit
<b>EE / ER Tax Rate</b>	1.45%
<b>Maximum Tax</b>	No Limit
<b>Self-Employment Tax</b>	2.9%

### FUTA (EMPLOYER-PAID)

<b>Maximum Taxable Earnings</b>	\$7,000
<b>Percent of Taxable Wages</b>	6.0%
<b>Maximum Credit</b>	5.4%
<b>Normal Net Tax</b>	0.6%

### SUPPLEMENTAL WAGE/BONUS RATES

<b>Flat rate withholding method</b>	25%
<b>Pay over \$1 Million</b>	35%

## IOWA

### Agency Websites

- Dept. of Revenue: [www.state.ia.us/government/drf](http://www.state.ia.us/government/drf)
- Dept. of Workforce Dev.: [www.iowaworks.org](http://www.iowaworks.org)

If annual gross sales are \$300,000 or greater and employers in "named enterprises"\*:

	Effective 4/1/07	Effective 1/1/08
<b>Minimum Wage</b>	\$6.20	\$7.25
<b>Minimum Cash Wage</b> (Tipped Employee)	\$3.72	\$4.35
<b>Maximum Tip Credit</b>	\$2.48	\$2.90

\*Named enterprises include all public agencies; all hospitals and residential care facilities for the sick, elderly, mentally or physically handicapped or gifted children; all schools and preschools; most daycares; and employers engaged in construction, laundry and dry cleaning. Some types of employers are not required to comply with the Iowa Minimum Wage Law, such as certain employers in agriculture, certain summer camps, and others.

### STATE INCOME TAX

<b>Wage Withholding</b>	Table
<b>Supplemental Wage/Bonus Rate</b>	6%

### UNEMPLOYMENT INSURANCE

<b>Maximum 2012 Taxable Earnings</b> (Increased from \$24,700 in 2011)	\$25,300
<b>Employee Deduction</b>	None
<b>Employer 2012 Tax Rates</b>	0.0 - 9.0%
<b>Standard 2012 New Employer Rate</b>	1.5%
<b>Voluntary Contribution Permitted</b>	No

### DISABILITY INSURANCE

<b>Employee Deduction</b>	None
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