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2012 Fast Wage and Tax Facts

Published 3/1/2012. For the most current information and additional states, visit us at: [Fast Wage and Tax Facts on adp.com](http://www.adp.com)

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%

NEW JERSEY

Agency Websites

- Division of Taxation: www.state.nj.us/treasury/taxation
- Dept. of Labor: <http://lwd.dol.state.nj.us/labor>

	Effective 10/1/06	Effective 7/24/09
Minimum Wage	\$7.15	\$7.25
Minimum Cash Wage (Tipped Employee) ("Suggested" by State)	\$2.13	\$2.13
Maximum Tip Credit	\$5.02	\$5.12

STATE INCOME TAX

Wage Withholding	Table
Supplemental Wage/Bonus Rate	No provision, but for pay over \$500,000 withhold at 9.9%

UNEMPLOYMENT INSURANCE

Maximum 2012 Taxable Earnings (Increased from \$29,600 in 2011)	\$30,300
Employee 2012 Deduction Rate	0.505%
Workforce Development / Supplemental Workforce	0.0425%
UI Fund	0.3825%
Family Leave Insurance	0.0800%
Maximum 2012 Employee Deduction	\$153.02
Employer FY12 Tax Rates	0.6 - 6.4%
Standard FY12 New Employer Rate (UI=2.9825% + WF/SWF=0.1175%)	3.1%
Voluntary Contribution Permitted	Yes

DISABILITY INSURANCE

Maximum 2012 Taxable Earnings	\$30,300
Employee 2012 Deduction Rate	0.2%
Maximum 2012 Employee Deduction	\$60.60
New Employer 2012 Rate	0.5%

(Rates for all other employers determined by claims experience)

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