



2008 --- Fast Wage and Tax Facts

Published on 2/22/2008 --- subsequent changes may occur.

(for latest info --- check, then print: www.adp.com/taxfin/toolbox/statewage/2008_fwtf.html)

FEDERAL

Agency internet web sites:

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

	Effective 9/01/97	Effective 7/24/07	Effective 7/24/08	Effective 7/24/09
Minimum Wage:	\$5.15	\$5.85	\$6.55	\$7.25
Min. Cash Wage: (Tipped Employee)	\$2.13	\$2.13	\$2.13	\$2.13
Max. Tip Credit:	\$3.02	\$3.72	\$4.42	\$5.12
Youth Sub- Minimum Wage:	\$4.25	\$4.25	\$4.25	\$4.25

FICA (Social Security)

Maximum Taxable Earnings: \$102,000
(Up from \$97,500 in 2007)

EE / ER Deduction: 6.2%

Maximum Deduction: \$6,324.00
(Up from \$6,045.00 in 2007)

Self-Employment Tax: 12.4%

FICA (Medicare)

Maximum Taxable Earnings: No Limit

EE / ER Deduction: 1.45%

Maximum Deduction: No Limit

Self-Employment Tax: 2.9%

FUTA (Employer-Paid)

Maximum Taxable Earnings: \$7,000

Percent of Taxable Wages: 6.2%

Maximum Credit: 5.4%

Normal Net Tax: 0.8%

Federal income tax does not apply to a resident on earnings derived from P.R.

ADP does not render wage, tax or legal advice. Minimum wage rates may vary by industry. State minimum wage rates may be superseded by Federal. Contact proper agency to verify.

PUERTO RICO

Agency internet web sites:

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

	Effective 7/1/98	Effective 7/24/07	Effective 7/24/08	Effective 7/24/09
Minimum Wage:	\$3.61*	\$4.10*	\$4.59*	\$5.08*
Min. Cash Wage: (Tipped Employee)	\$3.61	\$4.10	\$4.59	\$5.08
Max. Tip Credit:	None	None	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 2008 Taxable Earnings: \$7,000
(Unchanged from \$7,000 in 2007)

Employee Deduction: None

Employer 2008 Tax Rates: 1.4 - 5.4%
(plus 1.0% job development tax for most employers)

Standard 2008 New Employer Rate: 2.9%
(plus 1.0% job development tax)

Voluntary Contribution Permitted: No

Disability Insurance

Maximum 2008 Taxable Earnings: \$9,000
(Unchanged from \$9,000 in 2006)

Employee Deduction: 0.3%

Employer Contribution: 0.3%

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