



2008 --- Fast Wage and Tax Facts

Published on 7/15/2008 --- 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%

Supplemental Wage/Bonus

Rate (flat rate withholding method): 25%

--Pay Over \$1 Million: 35%

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 State minimum wage rates may be superseded by Federal.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

VERMONT

Agency internet web sites:

- Dept. of Taxes: www.state.vt.us/tax/
- Dept. of Labor: www.labor.vermont.gov/

	Effective 1/1/06	Effective 1/1/07	Effective 1/1/08
Minimum Wage:	\$7.25	\$7.53	\$7.68
Minimum Cash Wage: (Tipped Employee)	\$3.65	\$3.65	\$3.72
Maximum Tip Credit:	\$3.60	\$3.88	\$3.96

State Income Tax

Wage Withholding: Table
Supplemental Wage/Bonus Rate: 7.2% or
9.5%, depending on Fed. rate applied

Unemployment Insurance

Maximum FY'08 Taxable Earnings: \$8,000
(Unchanged from \$8,000 in 2007)

Employee Deduction: None

Employer FY '08 Tax Rates: 1.1 – 7.1%
(eff. July 1, 2008 to June 30, 2009)

Standard 2008 New Employer Rate: 1%
Voluntary Contribution Permitted: No

Disability Insurance

Employee Deduction: None

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