



# 2009 --- Fast Wage and Tax Facts

Published on 2/10/2009 --- subsequent changes may occur

For latest info --- check:

[www.adp.com/tools-and-resources/compliance-connection/state-taxes/2009-fast-wage-and-tax-facts.aspx](http://www.adp.com/tools-and-resources/compliance-connection/state-taxes/2009-fast-wage-and-tax-facts.aspx)

## FEDERAL

Agency internet web sites:

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

## FICA (Social Security)

Maximum Taxable Earnings: \$106,800  
(Up from \$102,000 in 2008)

EE / ER Deduction: 6.2%

Maximum Deduction: \$6,621.60  
(Up from \$6,324.00 in 2008)

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 is 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 State minimum wage rates may be superseded by Federal.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.

## ALABAMA

Agency internet web sites:

- Dept. of Revenue: [www.ador.state.al.us](http://www.ador.state.al.us)
- Dept. of Industrial Relations: <http://dir.alabama.gov/>

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

\*Alabama has no state minimum wage. For employment covered under FLSA. Non-FLSA employers are not subject to required minimum wage.

## State Income Tax

Wage Withholding: Table

Supplemental Wage/Bonus Rate: 5%

## Unemployment Insurance

Maximum 2009 Taxable Earnings: \$8,000  
(Unchanged from \$8,000 in 2008)

Employee Deduction: None

Employer 2009 Tax Rates: 0.70 - 6.40%

Standard 2009 New Employer Rate: 2.7%

Voluntary Contribution Permitted: No

## Disability Insurance

Employee Deduction: None

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