



2014 Fast Wage and Tax Facts

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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 \$113,700 in 2013)	\$117,000
EE / ER Tax Rate (Unchanged from 2013)	6.2%
Self-Employment Tax Rate (Unchanged from 2013)	12.4%

FICA (MEDICARE)

Maximum Taxable Earnings	No Limit
EE / ER Tax Rate (Unchanged from 2013)	1.45%
EE Additional Medicare Tax withholding on wages > \$200,000 eff. 1/1/13 (No ER Match)	0.9%
Maximum Tax	No Limit
Self-Employment Tax Rate (Unchanged from 2013)	2.9%
Self-Employment Additional Medicare Tax withholding on wages > \$200,000 eff. 1/1/13	0.9%

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 (Unchanged from 2013)	25%
Pay over \$1 Million (Unchanged from 2013)	39.6%

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MISSISSIPPI

AGENCY WEBSITES

- Dept. of Revenue: www.dor.ms.gov
- Dept. of Employment Security: www.mdes.ms.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*

* Mississippi has no state minimum wage law. Federal minimum wage requirements apply.

STATE INCOME TAX

Wage Withholding	Table
Supplemental Wage/Bonus Rate	No provision

UNEMPLOYMENT INSURANCE

Maximum 2014 Taxable Earnings (Unchanged from 2013)	\$14,000
Employee Deduction	None
Employer 2014 Tax Rates (Includes 0.19% surtax for the workforce training & workforce investment funds)	0.39 - 5.4%
Standard 2014 New Employer Rates (New employers pay 1.16% in the 1st year, 1.26% in the 2nd year & 1.36% in the 3rd year; rates include 0.19% surtax for the workforce training & workforce investment funds)	1.16 - 1.36%
Voluntary Contribution Permitted	No

DISABILITY INSURANCE

Employee Deduction	None
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