### Federal

**Minimum Wage**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Wage</td>
<td>$7.25</td>
</tr>
<tr>
<td>Minimum Cash Wage (Tipped Employee)</td>
<td>$2.13</td>
</tr>
<tr>
<td>Maximum Tip Credit</td>
<td>$5.12</td>
</tr>
<tr>
<td>Youth Sub-Minimum Wage</td>
<td>$4.25</td>
</tr>
</tbody>
</table>

**FICA (Medicare)**

- Maximum Taxable Earnings: No Limit
- Employee / Employer Tax Rate: 1.45%
- Additional Medicare Tax Withholding on Wages: 0.9%

**FICA (Social Security)**

- Maximum Taxable Earnings: $118,500
- Employee / Employer Tax Rate: 6.2%

**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: 39.6%

**Health Savings Accounts**

- Self-Only Contribution Limit (Employee & Employer) (Unchanged from 2015): $3,350
- Family Contribution Limit (Employee & Employer) (Increased from $6,650 in 2015): $6,750
- Catch-up Contribution Limit (Employee & Employer) (Unchanged from 2015): $1,000

**Retirement Plans**

- Contribution Limit - 401(k) & 403(b) plans (Unchanged from 2015): $18,000
- Catch-up Contribution Limit - 401(k) & 403(b) plans (age 50 & older) (Unchanged from 2015): $6,000

### Virginia

**Minimum Wage**

<table>
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</tr>
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<td>$7.25</td>
</tr>
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<td>Minimum Cash Wage (Tipped Employee)</td>
<td>No Minimum</td>
</tr>
<tr>
<td>Maximum Tip Credit</td>
<td>No Maximum</td>
</tr>
</tbody>
</table>

**State Income Tax**

- Wage Withholding: Tables
- Supplemental Wage / Bonus Rate: 5.75%

**Unemployment Insurance**

- Maximum 2016 Taxable Earnings (Unchanged from 2015): $8,000
- Employee Deduction: None
- Employer 2016 Tax Rates (Includes 0.07% Pool Cost charge): 0.17 – 6.27%
- Standard 2016 New Employer Rate (Includes 0.07% Pool Cost charge): 2.57%
- Voluntary Contribution Permitted: No

**Disability Insurance**

- Employee Deduction: None

**Agency Websites**

- Dept. of Taxation: [www.tax.virginia.gov](http://www.tax.virginia.gov)

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