

2009 --- Fast Wage and Tax Facts

Published on 11/24/2008 --- subsequent changes may occur
For latest info --- check: <http://smallbusiness.adp.com/accountants/resources.asp>

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: \$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%

NEW JERSEY

Agency internet web sites:

- Division of Taxation: www.state.nj.us/treasury/taxation/
- Dept. of Labor: <http://lwd.state.nj.us/labor/index.shtml>

	Eff. 10/1/2005	Eff. 10/1/2006
Minimum Wage:	\$6.15	\$7.15
Minimum Cash Wage:	\$2.13	\$2.13
(Tipped Employee) ("suggested" by state)		
Maximum Tip Credit:	\$4.02	\$5.02

State Income Tax

Wage Withholding: Table

Supplemental Wage/ Bonus Rate:

No provision, but for pay over \$500,000 W/H 9.9%

Unemployment Insurance

Maximum 2009 Taxable Earnings: \$28,900
(Up from \$27,700 in 2008)

Employee 2009 Deduction Rate: 0.425%

	7/1/07 to 6/30/08	7/1/08 to 6/30/09
• Work-Force Development / Supplemental Workforce	0.0425%	0.0425%
• Unemployment Fund	0.3825%	0.3825%
• Health Care Fund	0.0000%	0.0000%

Max. 2009 Employee Deduction (excl. FLI): \$122.82
(Up from \$117.72 in 2008)

Max. 2009 Employee Family Leave
Insurance (FLI) Deduction: \$26.01
(\$28,900 X 0.09%)

Employer 2009 Tax Rates: 0.3 - 5.4%
(2009 surcharge of \$1.50 per yr. per EE for Catastrophic Illness
in Children Relief Fund)

Standard 2009 New Employer Rate: 2.8%
(UI=2.6825% + WF/SWF=0.1175% + HC=0.0%)
(July 1, 2008 to June 30, 2009)

Voluntary Contribution Permitted: Yes

Disability Insurance

Maximum 2009 Taxable Earnings: \$28,900

Employee 2009 Deduction Rate: 0.5%

Max. 2009 Employee Deduction: \$144.50

New Employer 2009 Rate: 0.5%

(Rates for all other employers determined by claims experience)