

## Payroll Tax Alert 2012

When computing payroll tax deductions beginning January 1, 2012, please be advised of the following tax rates:

### Federal Rates and Limits

#### Federal Minimum Wage

FLSA employers are required to follow federal minimum wage rules when the state minimum

wage is less than the federal minimum wage ..... \$7.25

#### FICA

Social Security (OASDI) Wage Base ..... \$110,100

Social Security (OASDI) Percentage ..... 4.20%

Medicare (HI) Wage Base ..... All Wages

Medicare (HI) Percentage ..... 1.45%

#### Federal Unemployment Tax

Unemployment Tax (Employer) Wage Base ..... \$7,000

Unemployment Tax (Employer) Percentage ..... 6.00%

#### Mileage Rates

Business ..... 55.5¢/mile

### State Rates and Limits

#### Pennsylvania

Minimum Wage ..... \$7.25

Withholding Wage Base ..... All Wages

Withholding Percentage ..... 3.07%

Unemployment Tax (Employer) Wage Base ..... \$8,000

Unemployment Tax (Employer) Percentage ..... Varies by Company

Unemployment Tax (Employee) Wage Base ..... All Wages

Unemployment Tax (Employee) Percentage ..... 0.08%

#### New Jersey

Minimum Wage ..... \$7.25

Withholding Wage Base ..... All Wages

Withholding Percentage ..... Graduated to 9.90%

Unemployment Tax (Employer) Wage Base ..... \$30,300

Unemployment Tax (Employer) Percentage ..... Varies by Company

Unemployment Tax (Employee) Wage Base ..... \$30,300

Unemployment Tax (Employee) Percentage ..... (Includes Disability) 0.985%

#### Delaware

Minimum Wage ..... \$7.25

Withholding Wage Base ..... All Wages

Withholding Percentage ..... Graduated to 6.95%

Unemployment Tax (Employer) Wage Base ..... \$10,500

Unemployment Tax (Employer) Percentage ..... Varies by Company

Unemployment Tax (Employee) Wage Base ..... None

Unemployment Tax (Employee) Percentage ..... (Includes Disability) None

### Local Rates and Limits

#### Philadelphia

Withholding Wage Base (Resident) ..... All Wages

Withholding Percentage (Resident) ..... 3.9280%

Withholding Wage Base (Non-Resident) ..... All Wages

Withholding Percentage (non-Resident) ..... 3.4985%