



2012 PAYROLL TAX RESPONSIBILITIES

Employee

Social Security ***	4.2% of gross pay – 2012 maximum taxable earnings \$110,100.
Medicare	1.45% of gross pay – no wage maximum
Federal Withholding	Based upon W-4 filing status
State Withholding	Based upon W-4 filing status
CA Disability	1.0% of gross pay – maximum taxable earnings \$95,585. (Up to \$955.85 per employee/year)

Employer

Social Security	6.2% of gross pay – 2012 maximum taxable earnings \$110,100.
Medicare	1.45% of gross pay – no wage maximum
Federal Unemployment ***	0.6% on first \$7,000 earned by each worker annually (up to \$56 per employee/year)
State Unemployment/ETT	California new business combined rate is 3.5% Tax is paid on first \$7,000 earned by each worker annually (\$245 per employee/year at combined 3.5% rate)

Retirement Plans

401k/403B/457	\$17,000 maximum contribution, \$5,500 catch-up (age 50 and over)
SIMPLEs	\$11,500 maximum contribution, \$2,500 catch-up (age 50 and over)
IRA/Roth IRA	\$5,000 maximum contribution, \$1,000 catch-up (age 50 and over)

Minimum Wage

Federal	\$7.25 effective 7/24/09
State (CA)	\$8.00 effective 1/1/08

*** As of 1/5/2012, the employee FICA rate has been reduced for 2 additional months. It may revert back to 6.2% at some point during Quarter 1 or during Quarter 2. Additionally, the IRS may require an additional 0.3% of FUTA to be withheld with the last payroll of each quarter to repay overdue loans made to the State of California Unemployment Fund. This document will be updated as rates change.

For more Information please call
o: 714.769.3410 f: 714.844.4840
SUPPORT@BIGFISHPAYROLL.COM