

2012 WAGE and TAX FACTS



Federal Information	Max Wage Base	Tax Rate	Paid By
Federal Income Tax (FITW)	n/a	n/a	Employee
Social Security Tax (OASDI)	\$110,100	6.20%	Employer
Social Security Tax (OASDI)	\$110,100	4.20%	Employee
Medicare Tax (MED)	None	1.45%	Employer & Employee
Federal Unemployment (FUTA)	\$7,000	.6%	Employer
California Information	Max Wage Base	Tax Rate	Paid By
CA Income Tax (CA PIT)	n/a	n/a	Employee
Disability Insurance (CA SDI)	\$95,585	1.0%	Employee
Unemployment Tax (CA SUI)	\$7,000	Varies	Employer
Employment Training Tax (CA ETT)	\$7,000	.1%	Employer

Annual Pension Elective Deferral Limits			
401(k), 403(b), 457, SARSEP	\$17,000	Over 50	\$22,500
Simple IRA	\$11,500	Over 50	\$14,000
HSA Limits	Single \$3,100	Family \$6,250	Catch Up > age 55 \$1,000
125 Commuter Limits			
Transit Expenses: \$125 per Month		Parking Expenses: \$240 per Month	
Other Information			
Non Taxable Business Mileage Reimbursement		\$5.55	
California Meal Value		\$3.65	
California Minimum Wage		\$8.00	
San Francisco Minimum Wage		\$10.24	
Federal Minimum Wage		\$7.25	