

2018 Payroll Wage & Tax Facts

FEDERAL

Agency Websites:

Internal Revenue Service : www.irs.gov
 Social Security Admin: www.ssa.gov
 U.S. Dept of Labor: www.dol.gov

MINIMUM WAGE

7.25 per hour

Supplemental Wage & Bonus Rates

| | |
|------------------------------|--------|
| Flat Rate Withholding Method | 25.00% |
| Pay Over 1 Million | 39.60% |

Federal Withholding - IRS Publication 15 (Circular E)

2018 Income tax brackets: 10%, 12%, 22%, 24%, 32%, 35%, & 37%. Amounts are found in IRS Circular E

FICA/Social Security (OASDI) Tax

| | |
|--|-----------|
| Maximum Taxable Earnings (Increased from \$127,200 in 2017) | \$128,400 |
|--|-----------|

| | |
|---------------------------------------|-------|
| ER Deduction (Unchanged from 2017) | 6.20% |
|---------------------------------------|-------|

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|---------------------------------------|-------|
| EE Deduction (Unchanged from 2017) | 6.20% |
|---------------------------------------|-------|

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|-------------------|------------|
| Maximum Deduction | \$7,960.80 |
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FICA/ Medicare Tax

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|--------------------------|----------|
| Maximum Taxable Earnings | No Limit |
| Maximum Deduction | No Limit |

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| ER/EE Deduction (Unchanged from 2017) | 1.45% |
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| Additional Medicare Tax Withholding on Wages > \$200,000 (No ER match) | 0.9% |
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FUTA (Employer Paid)

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| Maximum Taxable Earnings | \$7,000 |
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|--------------|-------|
| ER Deduction | 0.60% |
|--------------|-------|

401(K), 403(b) or 457(b) Plans

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|---|-----------|
| Contribution Limit (increased from 2017) | \$ 18,500 |
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|---|----------|
| \$6,000 Additional deferral for age 50 & over | \$24,500 |
|---|----------|

Simple Plans

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| Contribution Limit | \$12,500 |
| \$3,000 Additional deferral for age 50 & over | \$15,500 |

TEXAS

Agency Websites:

Workforce Commission: www.twc.state.tx.us

MINIMUM WAGE

\$7.25 per hour

Supplemental Wage & Bonus Rates

None

State Income Tax

| | |
|-----------------------------------|------|
| Wage Withholding: | None |
| Disability Insurance EE Deduction | None |

Unemployment Insurance

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|--|------------|
| Maximum Taxable Earnings: (Unchanged from 2017) | \$9,000.00 |
|--|------------|

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|--------------|------|
| EE Deduction | None |
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| Employer Tax Rates | 0.46 - 6.46% |
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| Standard New Employer Rate | 2.70% |
| Voluntary Contribution Permitted | Yes |

IRS Standard Mileage

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|--------------------------------------|------------|
| Business Miles Driven (up from 53.5) | 54.5 cents |
| Medical/Moving Purposes (up fr 17.0) | 18.0 cents |
| Service of Charitable Organizations | 14.0 cents |