

This information is valid from January 1, 2011. Please note: Minimum wage rates may vary by specific industry. Please validate with the proper agency. PayChoice does not provide wage, tax or legal advice. State minimum wage rates may be superseded by Federal rates.

## FEDERAL

01/01/11

Minimum Wage	\$7.25
Min. Cash Wage (Tipped Employee)	\$2.13
Max. Tip Credit	\$5.12
Youth Sub- Minimum Wage	\$4.25

## FICA - SOCIAL SECURITY

Maximum Earnings	\$106,800
Employee/Employer Percentage	4.2%
Maximum Deduction	\$4,485.60
Self-Employment Tax	10.4%

## FICA - MEDICARE

Maximum Earnings	Unlimited
Employee/Employer Percentage	1.45%
Maximum Deduction	Unlimited
Self-employment Tax	2.9%

## RETIREMENT PLAN LIMITS

Maximum Contributions	
401(k)	\$16,500
403(b)	\$16,500
SEP	\$49,000
457	\$16,500
Note: EGTRRA allows 457 plan elective deferrals to be doubled in the last three years leading up to retirement.	
SIMPLE	\$11,500

## Catch-up Contributions

401(k)	\$5,500
403(b)	\$5,500
457	\$5,500
SIMPLE	\$2,500

## CALENDAR LEGEND

- PayChoice Closed
- PayChoice Open
- Reminder
- PayChoice Closed/Banks Open

- 01/31** - All W-2s and 1099s Due to Employees
- 03/31** - Quarter 1 Ends, SSA File of W-2s Due
- 04/30** - Quarter 1 Returns Due
- 06/30** - Quarter 2 Ends
- 07/31** - Quarter 2 Returns Due
- 09/30** - Quarter 3 Ends
- 10/31** - Quarter 3 Returns Due
- 12/31** - Quarter 4 Ends

## JANUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## FEBRUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

## MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## MAY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## AUGUST

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## SEPTEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## OCTOBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## NOVEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## DECEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## FUTA - PAID BY EMPLOYER

Rate	6.2%
Maximum Credit	5.4%
Normal Net Tax	0.8%
Maximum Earnings	7,000

## SUPP. WAGE/BONUS RATE

Flat rate withholding method	25%
Pay over \$1 million	35%

## MILEAGE ALLOWANCE

Business	.51¢/mile
Charitable	.14¢/mile
Medical/Moving	.19¢/mile

## FEDERAL AGENCY WEBSITES

Internal Revenue Service: [www.irs.org](http://www.irs.org)  
 Social Security Administration: [www.ssa.gov](http://www.ssa.gov)  
 U.S. Department of Labor: [www.dol.gov](http://www.dol.gov)

## ALABAMA

Minimum Wage NONE

SUI  
Wage Base \$8,000

## ARKANSAS

4 OR MORE FULL-TIME EMPLOYEES  
Minimum Wage \$7.25

SUI  
Wage Base \$12,000

## ILLINOIS

Minimum Wage \$8.25

SUI  
Wage Base \$12,740

## INDIANA

Minimum Wage \$7.25

SUI  
Wage Base \$9,500

## IOWA

Minimum Wage \$7.25

SUI  
Wage Base \$24,700

## KANSAS

Minimum Wage \$7.25

SUI  
Wage Base \$8,000

## KENTUCKY

Minimum Wage \$7.25

SUI  
Wage Base \$8,000

## LOUISIANA

Minimum Wage NONE

SUI  
Wage Base \$7,700

## MICHIGAN

2 OR MORE FULL-TIME EMPLOYEES  
Minimum Wage \$7.40

SUI  
Wage Base \$9,000

## MINNESOTA

Minimum Wage - large employer \$6.15  
- small employer \$5.25

SUI  
Wage Base \$27,000

## MISSISSIPPI

Minimum Wage NONE

SUI  
Wage Base \$14,000

## MISSOURI

Minimum Wage \$7.25

SUI  
Wage Base \$13,000

## NEBRASKA

4 OR MORE FULL-TIME EMPLOYEES  
Minimum Wage \$7.25

SUI  
Wage Base \$9,000

## NORTH DAKOTA

Minimum Wage \$7.25

SUI  
Wage Base \$25,500

## OHIO

Minimum Wage \$7.40

SUI  
Wage Base \$9,000

## SOUTH DAKOTA

Minimum Wage \$7.25

SUI  
Wage Base \$11,000

## TENNESSEE

Minimum Wage NONE

SUI  
Wage Base \$9,000

## WISCONSIN

Minimum Wage \$7.25

SUI  
Wage Base \$13,000

In the event of a state minimum wage falling below the federal amount, PayChoice will utilize the federal minimum wage amount.