

2019 WAGE AND TAX FACTS

FEDERAL

MINIMUM WAGE

| | | |
|-------------------------------------|----|------|
| Minimum Wage | \$ | 7.25 |
| Minimum Cash Wage (Tipped Employee) | \$ | 2.13 |
| Maximum Tip Credit | \$ | 5.12 |
| Youth Minimum Wage | \$ | 4.25 |

MEDICARE

| | | |
|--|--|----------|
| Maximum Taxable Earnings | | No Limit |
| Employee / Employer Tax Rate | | 1.45% |
| Additional Medicare Tax Withholding on Wages > \$200,000 (No Employer Match) | | 0.9% |

SOCIAL SECURITY

| | | |
|------------------------------|----|---------|
| Maximum Taxable Earnings | \$ | 132,900 |
| Employee / Employer Tax Rate | | 6.2% |

FUTA (EMPLOYER-PAID)

| | | |
|--------------------------|----|-------|
| Maximum Taxable Earnings | \$ | 7,000 |
| Percent of Taxable Wages | | 6.0% |
| Maximum Credit | | 5.4% |
| Normal Net Tax | | 0.6% |

SUPPLEMENTAL WAGE / BONUS RATES

| | | |
|------------------------------|--|-----|
| Flat rate withholding method | | 22% |
| Pay over \$1 million | | 37% |

HEALTH SAVINGS ACCOUNTS

| | | |
|--|----|-------|
| Self-Only Contribution Limit (Employee & Employer) | \$ | 3,500 |
| Family Contribution Limit (Employee & Employer) | \$ | 7,000 |
| Catch-up Contribution Limit (Employee & Employer) | \$ | 1,000 |

RETIREMENT PLANS

| | | |
|---|----|--------|
| Contribution Limit - 401(k) & 403(b) plans | \$ | 19,000 |
| Catch-up Contribution Limit - 401(k) & 403(b) plans | \$ | 6,000 |

CALIFORNIA

MINIMUM WAGE

| | | |
|--------------------------------------|----|-------------|
| Minimum Wage - 26 or more employees | \$ | 12.00 |
| Minimum Wage - 25 or fewer employees | \$ | 11.00 |
| Maximum Tip Credit | | Not Allowed |

STATE INCOME TAX

| | | |
|--------------------------------|--|--|
| Wage Withholding | | Tables |
| Supplemental Wage / Bonus Rate | | 6.6% except 10.23% for BONUSES and earnings from STOCK OPTIONS |

UNEMPLOYMENT INSURANCE

| | | |
|--|----|-------------|
| Maximum 2019 Taxable Earnings | \$ | 7,000 |
| Employee Deduction | | None |
| Employer 2019 Tax Rates (Plus 0.1% employment training tax assessed on most employers) | | 1.5% - 6.2% |
| Standard 2019 New Employer Rate (Plus 0.1% employment training tax) | | 3.4% |
| Voluntary Contribution Permitted | | No |

DISABILITY INSURANCE

| | | |
|-----------------------------------|----|----------|
| Maximum 2019 Taxable Earnings | \$ | 118,371 |
| Employee 2019 Deduction Rate | | 1.0% |
| Employee 2019 Maximum Withholding | \$ | 1,183.71 |
| Employer Contribution | | None |

AGENCY

| | |
|------------------------------|--|
| Franchise Tax Board | www.ftb.ca.gov |
| Employment Development Dept. | www.edd.ca.gov |

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