

Federal Tax Essentials

Websites: Internal Revenue Service: www.irs.gov
 Social Security Administration: www.ssa.gov
 US Department of Labor: www.dol.gov

	01/01/20	
Minimum Wage	\$7.25	Employers with new or renewed Federal Contracts: Minimum Wage \$10.80 Minimum Cash Wage \$7.40 Maximum Tip Credit \$5.20
Minimum Cash Wage (Tipped Employees)	\$2.13	
Maximum Tip Credit	\$5.12	
FICA (Social Security)		
Maximum Taxable Earnings	\$137,700	
EE/ER Deduction	6.2%/6.2%	
EE/ER Maximum Deduction Each	\$8,537.40/\$8,537.40	
Self-employment Tax	12.4%	
FICA (Medicare)		
Maximum Taxable Earnings	No limit	*Additional Medicare Tax for employees' wages over \$200,000 is 0.9%
EE/ER Deduction	1.45%*	
Maximum Deduction	No limit	
Self-employment Tax	2.9%	
FUTA (Federal Unemployment Tax Act, Employer paid)		
Maximum Taxable Earnings	\$7,000	
Percent of Taxable Wages	6%**	

**with 5.4% maximum credit for state UI the net tax paid is 0.6%

Pennsylvania Tax Essentials

Websites: Department of Revenue: www.revenue.state.pa.us
 Department of Labor and Industry: www.dli.state.pa.us

	01/01/20
Minimum Wage	\$7.25
Minimum Cash Wage (Tipped Employees)	\$2.83
Maximum Tip Credit	\$4.42
Unemployment	
Maximum Taxable Earnings	\$10,000
Employee Deduction	0.06% of all wages paid
GIT	
Employee Deduction	3.07%

Delaware Tax Essentials

Websites: Division of Revenue: www.revenue.delaware.gov
 Department of Labor: www.dol.delaware.gov

	10/01/20
Minimum Wage	\$9.25
Minimum Cash Wage (Tipped Employees)	\$2.23
Maximum Tip Credit	\$7.02
Unemployment	
Maximum Taxable Earnings	\$16,500
Employee Deduction	None

New Jersey Tax Essentials

Websites: Division of Taxation: www.state.nj.us/treasury/taxation
 Department of Labor and Industry: nj.gov/labor

	01/01/20
Minimum Wage	\$11.00*
Minimum Cash Wage (Tipped Employees)	\$3.13
Maximum Tip Credit	\$7.87
Unemployment	
Maximum Taxable Earnings	\$35,300
Employee Deduction	0.425%
Disability	
Maximum Taxable Earnings	\$134,900
Employee Deduction	0.26%
Paid Family Leave Insurance	
Maximum Taxable Earnings	\$134,900
Employee Deduction	0.16%
Employer Deduction	None

Learn more about the New NJ Minimum Wage Law at:
www.primepoint.com > Support > Labor Law Essentials > New NJ Minimum Wage Law

New York Tax Essentials

Websites: Department of Taxation and Finance: www.tax.ny.gov
 Department of Labor: www.labor.ny.gov

	01/01/20
Minimum Wage - NYC	\$15.00
Minimum Wage - Nassau, Suffolk, & Westchester Counties	\$13.00
Minimum Wage - All other NY regions	\$11.80
Unemployment	
Maximum Taxable Earnings	\$11,600
Employee Deduction	None
Disability	
Employer contribution is the difference between cost & worker's contribution	
Employee Deduction	0.500%, \$0.60/week max
Paid Family Leave*	
Maximum Employee Contribution	0.27%

*Visit ny.gov/paidfamilyleave for more information

Philadelphia Tax Essentials

Website: Philadelphia Revenue Department: www.phila.gov/revenue/wage_tax.html

07/01/19-06/30/20 Philadelphia Wage Tax	
Residents	3.8712%
Non-residents	3.4481%

All information current as of 12/31/2019