

## Federal Tax Essentials

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

	<u>01/01/22</u>
Minimum Wage	\$7.25*
Minimum Cash Wage (Tipped Employees)	\$2.13*
Maximum Tip Credit	\$5.12*
<b>FICA (Social Security)</b>	
Maximum Taxable Earnings	\$147,000
EE/ER Deduction	6.2%/6.2%
EE/ER Maximum Deduction Each	\$9,114/\$9,114
Self-employment Tax	15.3%
<b>FICA (Medicare)</b>	
Maximum Taxable Earnings	No limit
EE/ER Deduction	1.45%*
Maximum Deduction	No limit
Self-employment Tax	2.9%
<b>FUTA (Federal Unemployment Tax Act, Employer paid)</b>	
Maximum Taxable Earnings	\$7,000
Percent of Taxable Wages	6%**

**\*Exceptions apply for employers with federal contracts**

**\*Additional Medicare Tax for employees' wages over \$200,000 is 0.9%**

\*\*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](http://www.revenue.state.pa.us)  
 Department of Labor and Industry: [www.dli.state.pa.us](http://www.dli.state.pa.us)

	<u>01/01/22</u>
Minimum Wage	\$7.25
Minimum Cash Wage (Tipped Employees)	\$2.83
Maximum Tip Credit	\$4.42
<b>Unemployment</b>	
Maximum Taxable Earnings	\$10,000
Employee Deduction	0.06% of all wages paid
<b>GIT</b>	
Employee Deduction	3.07%

## Delaware Tax Essentials

Websites: Division of Revenue: [www.revenue.delaware.gov](http://www.revenue.delaware.gov)  
 Department of Labor: [www.dol.delaware.gov](http://www.dol.delaware.gov)

	<u>10/01/21 - 10/01/22</u>
Minimum Wage	\$10.50
Minimum Cash Wage (Tipped Employees)	\$2.23
Maximum Tip Credit	\$8.27
<b>Unemployment</b>	
Maximum Taxable Earnings	\$14,500
Employee Deduction	None

## New Jersey Tax Essentials

Websites: Division of Taxation: [www.state.nj.us/treasury/taxation](http://www.state.nj.us/treasury/taxation)  
 Department of Labor and Industry: [nj.gov/labor](http://nj.gov/labor)

	<u>01/01/22</u>
Minimum Wage	\$13.00*
Minimum Cash Wage (Tipped Employees)	\$5.13
Maximum Tip Credit	\$7.87
<b>Unemployment</b>	
Maximum Taxable Earnings	\$39,800
Employee Deduction	0.425%
<b>Disability</b>	
Maximum Taxable Earnings	\$151,900
Employee Deduction	0.14%
<b>Paid Family Leave Insurance</b>	
Maximum Taxable Earnings	\$151,900
Employee Deduction	0.14%
Employer Deduction	None

\* \$11.90 Employers with less than 6 employees and seasonal

## New York Tax Essentials

Websites: Department of Taxation and Finance: [www.tax.ny.gov](http://www.tax.ny.gov)  
 Department of Labor: [www.labor.ny.gov](http://www.labor.ny.gov)

	<u>01/01/22</u>
Minimum Wage - NYC	\$15.00
Minimum Wage - Nassau, Suffolk, & Westchester Counties	\$15.00
Minimum Wage - All other NY regions	\$13.20
<b>Unemployment</b>	
Maximum Taxable Earnings	\$12,000
Employee Deduction	None
<b>Disability</b>	
Employer contribution is the difference between cost & worker's contribution	
Employee Deduction	0.500%, \$0.60/week max
<b>Paid Family Leave*</b>	
Maximum Employee Contribution	0.511%

\*Visit [ny.gov/paidfamilyleave](http://ny.gov/paidfamilyleave) for more information

## Philadelphia Tax Essentials

Website: Philadelphia Revenue Department: [www.phila.gov/revenue/wage\\_tax.html](http://www.phila.gov/revenue/wage_tax.html)

<b>07/01/21-06/30/22 Philadelphia Wage Tax</b>	
Residents	3.8398%
Non-residents	3.4481%

All information current as of 12/31/21