

## 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)

|                                                           | Employers with new or renewed Federal Contracts: | <u>01/01/21</u>       |
|-----------------------------------------------------------|--------------------------------------------------|-----------------------|
| Minimum Wage                                              | Minimum Wage \$10.95                             | \$7.25                |
| Minimum Cash Wage (Tipped Employees)                      | Minimum Cash Wage \$7.65                         | \$2.13                |
| Maximum Tip Credit                                        | Maximum Tip Credit \$5.20                        | \$5.12                |
| <b>FICA (Social Security)</b>                             |                                                  |                       |
| Maximum Taxable Earnings                                  |                                                  | \$142,800             |
| EE/ER Deduction                                           |                                                  | 6.2%/6.2%             |
| EE/ER Maximum Deduction Each                              |                                                  | \$8,853.60/\$8,853.60 |
| 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%**                  |

\*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>01/01/21</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>10/01/20 - 10/01/21</u> |
|--------------------------------------|----------------------------|
| Minimum Wage                         | \$10.25                    |
| Minimum Cash Wage (Tipped Employees) | \$2.23                     |
| Maximum Tip Credit                   | \$7.02                     |
| <b>Unemployment</b>                  |                            |
| Maximum Taxable Earnings             | \$16,500                   |
| 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>01/01/21</u> |
|--------------------------------------|-----------------|
| Minimum Wage                         | \$12.00*        |
| Minimum Cash Wage (Tipped Employees) | \$4.13          |
| Maximum Tip Credit                   | \$7.87          |
| <b>Unemployment</b>                  |                 |
| Maximum Taxable Earnings             | \$36,200        |
| Employee Deduction                   | 0.425%          |
| <b>Disability</b>                    |                 |
| Maximum Taxable Earnings             | \$138,200       |
| Employee Deduction                   | 0.47%           |
| <b>Paid Family Leave Insurance</b>   |                 |
| Maximum Taxable Earnings             | \$138,200       |
| Employee Deduction                   | 0.28%           |
| Employer Deduction                   | None            |

\* \$11.00 Employers with less than 6 employees and seasonal

Learn more : [www.primepoint.com](http://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](http://www.tax.ny.gov)  
 Department of Labor: [www.labor.ny.gov](http://www.labor.ny.gov)

|                                                                              | <u>01/01/21</u>         |
|------------------------------------------------------------------------------|-------------------------|
| Minimum Wage - NYC                                                           | \$15.00                 |
| Minimum Wage - Nassau, Suffolk, & Westchester Counties                       | \$14.00                 |
| Minimum Wage - All other NY regions                                          | \$12.50                 |
| <b>Unemployment</b>                                                          |                         |
| Maximum Taxable Earnings                                                     | \$11,800                |
| 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                                                | 0.27%                   |

\*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)

### 07/01/20-06/30/21 Philadelphia Wage Tax

|               |         |
|---------------|---------|
| Residents     | 3.8712% |
| Non-residents | 3.5019% |

All information current as of 12/31/2019