

2012 Rates & Limits



Published 1/5/12

Summary of Payroll Tax Limits

Note: Certain rates effective through February 29, 2012 [refer to (a) and (b), below]

FEDERAL INSURANCE CONTRIBUTION ACT (FICA):	2012	2011
Social Security Tax		
Maximum Wage Base	\$ 110,100	\$ 106,800
Maximum Social Security Employee Withholding (rate through February 29, 2012)	\$ 6,459.20 ^(a)	\$ 4,485.60
Social Security Rate—Employer	6.2%	6.2%
Social Security Rate—Employee (rate through February 29, 2012)	4.2% ^(b)	4.2%
Medicare Tax		
Maximum Wage Base	No limit	No limit
Maximum Medicare Withholding	No limit	No limit
Medicare Rate	1.45%	1.45%
Combined Tax		
Tax Rate—Employer	7.65%	7.65%
Tax Rate—Employee (rate through February 29, 2012)	5.65% ^(b)	5.65%

^(a) The maximum withholding for the period January 1, 2012, to February 29, 2012, is \$770.70 (calculated at 4.2% of maximum wage base). The maximum withholding for the period March 1, 2012, to December 31, 2012, if the payroll tax holiday is not extended, is \$5,688.50 (calculated at 6.2% of maximum wage base). The sum of \$770.70 and \$5,688.50 is \$6,459.20.

^(b) The reduced employee Social Security rate was temporarily extended through February 29, 2012. The rate for the remainder of 2012 is pending.

FEDERAL UNEMPLOYMENT TAX ACT (FUTA):	2012	2011
Taxable Wage Base per Employee	\$ 7,000	\$ 7,000
Gross Tax Rate	6.0%	6.2% / 6.0% ^(c)
Net Tax Rate	0.6%	0.8% / 0.6% ^(d)

^(c) The FUTA gross tax rate was 6.2% through June 30, 2011, and decreased to 6.0% effective July 1, 2011.

^(d) For California, Oregon and Washington, the net tax rate was 0.8% through June 30, 2011, and decreased to 0.6% effective July 1, 2011. The net tax rate may vary for other (credit reduction) states.

STATE UNEMPLOYMENT TAX ACT (SUTA):	2012	2011
Taxable Wage Base per Employee:		
California	\$ 7,000	\$ 7,000
Oregon	\$ 33,000	\$ 32,300
Washington	\$ 38,200	\$ 37,300

[Click here](#) for information on other states.

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Standard Mileage Rates

Optional standard mileage rates to be used in computing deductible costs of operating a passenger automobile:

	2012	2011
Business Use (per mile)	55.5¢	51¢ / 55.5¢ ^(e)
Charitable Use (per mile)	14¢	14¢
Medical and Moving Use (per mile)	23¢	19¢ / 23.5¢ ^(e)

^(e) The standard mileage rates for business use and medical and moving use increased effective July 1, 2011.

Other Limits

	2012	2011
Maximum Deferral Under 401(k), 403(b) and 457 Plans	\$ 17,000	\$ 16,500
Catch-up Contributions for Individuals Age 50 or Over for 401(k) and 403(b) Plans	\$ 5,500	\$ 5,500
Maximum Annual Payout from a Defined Benefit Plan Under Section 415(b)	\$ 200,000	\$ 195,000
Maximum Annual Contribution to a Defined Contribution Plan Under Section 415(c)	\$ 50,000	\$ 49,000
Maximum Annual Compensation for Determining Benefits or Contributions Under a Qualified Plan	\$ 250,000	\$ 245,000
Test to Identify Highly Compensated Employees	\$ 115,000	\$ 110,000
Maximum Pre-tax Contribution by Employees to SIMPLE Retirement Accounts Section 408(p)	\$ 11,500	\$ 11,500
Catch-up Contributions for Individuals Age 50 or Over for SIMPLE Accounts	\$ 2,500	\$ 2,500
Medicare (Part B) Standard Monthly Premium ^(f)	\$ 99.90	\$ 96.40

^(f) Medicare beneficiaries who currently have the Social Security Administration withhold their Part B premium and have incomes of \$85,000 or less (\$170,000 or less for joint filers) will pay \$99.90 effective January 1, 2012. For persons with higher income levels, the Medicare Part B premium may be higher than the Standard Monthly Premium rate.

Filing Deadlines

Calendar Year—2011	
Form 5500	July 31, 2012 (Ext. October 15, 2012)
Form 990	May 15, 2012 (1 st ext. August 15, 2012 / 2 nd ext. November 15, 2012)
Form 199	May 15, 2012 (Ext. December 17, 2012)
Form LM-2	March 30, 2012
Form 1120 POL	March 15, 2012
Calendar Year—2012	
Form W-2	January 31, 2013
Form 1099	January 31, 2013
Payroll Quarterly Reports 941/DE6	April 30 / July 31 / October 31, 2012 / January 31, 2013
Payroll Yearly Reports 940/DE7	January 31, 2013

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