

2012 Minimum Wage

Federal

Wage	Tipped
\$7.25	\$2.13

Iowa

Wage	Tipped
\$7.25	\$4.35

Illinois

Wage	Tipped
\$8.25	\$4.80

Indiana

Wage	Tipped
\$7.25	\$2.13

Michigan

Wage	Tipped
\$7.40	\$2.65

Minnesota

Wage	Tipped
\$6.15*	\$6.15

Wisconsin

Wage	Tipped
\$7.25	\$2.33

* States with a minimum wage rate below the federal rate must refer to the Department of Labor guidelines to confirm when the lower wage can be paid.

Employee Allowance Certificates

The federal allowance certificate is Form W-4.

Some states do not recognize this form and require a state specific withholding form:

- Illinois IL-W4
- Indiana WH-4
- Iowa IA-W4
- Michigan MI-W4

2012 Wisconsin Reciprocity States

Illinois	Indiana
Kentucky	Michigan

2012 Mileage Rates

Business	55.5¢
Charitable	14.0¢
Medical/Moving	23.0¢

Schenck Payroll Services

Payroll Processing (including online access and input)

Payroll Tax Reporting

New Hire Reporting

General Ledger Reporting

ViewChoice Paperless Reports

Agency Payment Checks

Retirement Plan Reporting/Transmissions

Vacation/Sick/Personal Time Tracking & Reporting

Direct Deposit

Custom Reporting & Exporting

Workers Compensation Reporting

Human Resources Consulting & Tracking

Employee Self Service Internet Access



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2012 Midwest Payroll Fact Finder Pocket Guide



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2012 State Deposit Rules

Iowa

Frequency	Due Date	Form
Semi-monthly	10th & 25th	eFile
Monthly	15th of next month (Third month of quarter, due end of month with quarterly reports)	eFile
Quarterly	End of next month	eFile

Illinois

Frequency	Due Date	Form
Semi-weekly	Wednesday or Friday	IL-501
Monthly	15th of next month (Third month of quarter, due end of month with quarterly reports)	IL-501
Quarterly	End of next month	IL-941
Annual	January 31 (permission)	IL-941-A

Indiana

Frequency	Due Date	Form
Regular Monthly	End of next month	WH-1
Accelerated Monthly	20th of next month	WH-1
Quarterly	End of next month	WH-1
Semi-annual	End of January and July	WH-1
Annual	January 31	WH-1

Michigan

Frequency	Due Date	Form
Semi-weekly	Wednesday or Friday	eFile
Monthly	20th of next month	*
Quarterly	20th of next month	*
Annual	February 28	165
Deposits over \$100,000	Next banking day	

Minnesota

Frequency	Due Date	Form
Semi-weekly	Wednesday or Friday	eFile
Monthly	15th of next month	eFile
Quarterly	End of next month	eFile
Annual	February 28	eFile

Wisconsin

Frequency	Due Date	Form
Semi-monthly	15th & end of month	**
Monthly	End of next month	**
Quarterly	End of next month	**
Annual	January 31	eFile WT-7

* Employer specific returns provided by the state.

**Must be obtained from www.revenue.wi.gov.

2012 Federal 941 Deposit Rules

Monthly

Due the 15th of the following month.

Semi-weekly

Pay Date	Due Date
Wednesday, Thursday, Friday	Wednesday
Saturday, Sunday, Monday, Tuesday	Friday

If you accumulate \$100,000 or more of taxes on any day during the deposit period, you must deposit the taxes the next banking day.

2012 Health Savings Accounts

High Deductible Health Plan (HDHP)

Health plan must have minimum deductible of:

- Individual \$1,200 or more
- Family \$2,400 or more

Plan limits on out-of-pocket expenses

- Individual up to \$5,950
- Family up to \$11,900

Maximum Contribution

- Individual \$3,100
- Family \$6,250

Catch-up (age 55 and over)

Additional contribution \$1,000

2012 Maximum Deferred Compensation

Plan Name	Amount	Catch-up (50 and over)
401(k), Roth & SEP	\$17,000	\$5,500
Simple IRA/401(k)	\$11,500	\$2,500

The highly compensated wage limit is \$250,000.

2012 Federal Reserve Holidays

Monday, January 2
Monday, January 16
Monday, February 20
Monday, May 28
Wednesday, July 4
Monday, September 3
Monday, October 8
Monday, November 12
Thursday, November 22
Tuesday, December 25

2012 Federal Taxable Wage Base & Rates

Federal U/C rate (net of state credit)	0.60%*
FUTA wage limit	\$7,000
Social Security wage base	\$110,100
• 6.2% Employer / 4.2% Employee**	
Medicare wage base (1.45%)	Unlimited

* If a state becomes a credit reduction state, your effective rate will be higher.

**Rate through February 29, 2012, unless additional legislation is approved.

2012 State Taxable Wage Base & Rates

Rates listed are non-construction rates.

	SUTA Wage Base	UI Rate for New Employers
Iowa	\$25,300	1.50%
Illinois	\$13,560	4.35%
Indiana	\$9,500	2.50%
Michigan	\$9,500	2.70%
Minnesota	\$28,000	3.03%
Wisconsin	\$13,000	3.60% (for less than \$500,000) 4.10% (for more than \$500,000)

2012 Supplemental Withholding Rates

Federal	25% up to \$1 million, then 35%
Iowa	6.00%
Illinois	5.00%
Indiana	3.40%
Michigan	4.35%
Minnesota	6.25%
Wisconsin	4.60% - 7.75%



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