

2019 PAYROLL TAX INFORMATION

A. FEDERAL INCOME TAX WITHHOLDING

The new guidelines on Federal Income Tax withholding are effective for **wages paid** on and after January 1, 2019.

To calculate the amount of Federal Income Tax withheld from your paycheck:

1. Calculate your Taxable Gross: *Gross Pay* minus any *Pre-Tax Reductions for Federal Income Tax Withholding**
2. Calculate your Federal Withholding Allowance: \$175.00 multiplied by *the number of allowances claimed*
3. Calculate your Federal Taxable Gross: *Taxable Gross* minus *Federal Withholding Allowance*
4. Using your Federal Taxable Gross from step 3, calculate your Federal Income Tax Withholding according to the information below (adapted from Table 3 – Semimonthly Payroll in [IRS Publication 15](#)):

(a) SINGLE person (including head of household)	
If the amount of semimonthly wages (after subtracting withholding allowances) is:	The amount of income tax to withhold is:
Not over \$158	\$0
Over \$158 but not over \$563	10% of excess over \$158
Over \$563 but not over \$1,803	\$40.50 plus 12% of excess over \$563
Over \$1,803 but not over \$3,667	\$189.30 plus 22% of excess over \$1,803
Over \$3,667 but not over \$6,855	\$599.38 plus 24% of excess over \$3,667
Over \$6,855 but not over \$8,663	\$1,364.50 plus 32% of excess over \$6,855
Over \$8,663 but not over \$21,421	\$1,943.06 plus 35% of excess over \$8,663
Over \$21,421	\$6,408.36 plus 37% of excess over \$21,421
(b) MARRIED person	
If the amount of semimonthly wages (after subtracting withholding allowances) is:	The amount of income tax to withhold is:
Not over \$492	\$0
Over \$492 but not over \$1,300	10% of excess over \$492
Over \$1,300 but not over \$3,781	\$80.80 plus 12% of excess over \$1,300
Over \$3,781 but not over \$7,508	\$378.52 plus 22% of excess over \$3,781
Over \$7,508 but not over \$13,885	\$1,198.46 plus 24% of excess over \$7,508
Over \$13,885 but not over \$17,500	\$2,728.94 plus 32% of excess over \$13,885
Over \$17,500 but not over \$26,006	\$3,885.74 plus 35% of excess over \$17,500
Over \$26,006	\$6,862.84 plus 37% of excess over \$26,006

***Pre-tax reductions for federal income tax withholding** include retirement contributions (PERS, TRS, LEOFF, UWRP), state deferred compensation, VIP, pre-tax medical insurance, dependent care (DCAP), Health Savings Account (HSA), Flexible Spending Account/Arrangement (FSA), and pre-tax parking.

B. SOCIAL SECURITY/MEDICARE

The new guidelines on Social Security and Medicare are effective for **wages paid** on and after January 1, 2019.

To calculate the amount of Social Security and/or Medicare withheld from your paycheck, calculate your Taxable Gross: *Gross Pay* minus any *Pre-Tax Reductions for Social Security/Medicare*.**

Then, determine your tax:

- Social Security is calculated at **6.2%** of Taxable Gross **up to \$132,900.00**. The maximum tax possible is \$8,239.80.
- Medicare is calculated at **1.45%** of Taxable Gross up to **\$200,000**. Then, Medicare is calculated at **2.35%** of Taxable Gross **over \$200,000** (no limit).

****Pre-Tax Reductions for Social Security/Medicare** include pre-tax medical insurance, dependent care (DCAP), Health Savings Account (HSA), Flexible Spending Account/Arrangement (FSA), and pre-tax parking.

C. MEDICAL AID (Worker's Compensation)

Medical Aid guidelines are effective for **hours worked** on and after January 1, 2019.

To calculate the amount of Medical Aid withheld from your paycheck, multiply the number of hours worked (up to a maximum of 80 hours) by the following rates:

1. WA Medical Aid Fund: **.0427**
2. WA Supplemental Pension Fund: **.0560**
3. WA Stay at Work Program: **.0011**

Note: The sum of all 3 figures is limited to the maximum deduction of **\$7.98**.

Employer Contribution is determined by multiplying **.2523** by the number of hours worked, up to a maximum of 80 hours. The maximum contribution possible is **\$20.18**.