

MINIMUM WAGE (ANNUAL SALES >\$110K)		MINIMUM WAGE (ANNUAL SALES <\$110K)	
Minimum Wage	\$9.20*	Minimum Wage	\$4.00
Minimum Cash Wage (Tipped)	\$9.20*	Minimum Cash Wage (Tipped)	\$4.00
Maximum Tip Credit	None	Maximum Tip Credit	None

*If annual sales exceed \$110,000. If annual sales are less, minimum wage is \$4.

UNEMPLOYMENT INSURANCE		STATE INCOME TAX	
Maximum Taxable Wages	\$38,100	Withholding Tax Rate	Tables
Employee Deduction	None	MORE INFORMATION	
Employer Tax Rates	0 - 6.12%	Dept. of Revenue: revenue.mt.gov	
New Employer Tax Rates	2.58%	Dept. of Labor & Industry: uid.dli.mt.gov	

Federal

MINIMUM WAGE		FICA (SOCIAL SECURITY)	
Minimum Wage	\$7.25	Maximum Taxable Wages	\$147,000
Minimum Cash Wage (Tipped)	\$2.13	Employee/Employer Tax Rate	6.2%
Maximum Tip Credit	\$5.12		

FICA (MEDICARE)		FUTA (EMPLOYER-PAID)	
Maximum Taxable Wages	\$147,000	Maximum Taxable Wages	\$7,000
Employee/Employer Tax Rate	1.45%	Employee/Employer Tax Rate	6.0%
Add. Tax on Earnings >\$200K	0.9%	Net Tax Rate	0.6%

HEALTH SAVINGS ACCOUNTS		FLEXIBLE SPENDING ACCOUNTS	
Individual Contribution Limit	Up to \$3,650	Individual Contribution Limit	Up to \$2,850
Family Contribution Limit	Up to \$7,300	Family Contribution Limit	\$2,850 per FSA

RATES & LIMITS		ADDITIONAL CATCH-UP*	
401(k), 403(b), 457 & Roth 401(k)	\$20,500	401(k), 403(b), 457 & Roth 401(k)	\$6,500
Simple Plan IRA	\$14,000	Simple Plan IRA	\$3,000

*Additional catch-up provision for an employee that reaches the age of 50 by the end of the tax year. To qualify, the catch-up contribution must be an established provision of the company's plan. For more information on your specific pension plan rules, please see your plan administrator.