



LOWELL JOINT SCHOOL DISTRICT

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NOTICE TO EMPLOYEES

2016 Income Tax Year Changes and Withholding Information Effective January 1, 2016

December 30, 2016

To: Employees

From: Chelle Price, Fiscal Services Coordinator

Federal and State Income Tax Withholding

The annual federal withholding allowance for one allowance is \$4,050 for year 2016. The federal and state income tax withholding brackets have been revised for 2016. Please reference the reverse side of this notice.

Employee Social Security/OASDI and Medicare

The employee rate for 2016 remains unchanged at 6.2 percent. The maximum wages subject to Social Security/OASDI in 2016 is \$118,500. There is no Medicare wage cap for employees. Employee rates remain unchanged at 1.45 percent; however, the Additional Medicare Tax introduced in 2013 requires that employers withhold an additional 0.9 percent on wages paid to employees in excess of \$200,000 in a calendar year. This additional tax must be withheld in the pay period in which wages are paid in excess of \$200,000.

Tax Summary	Year 2016
Social Security/OASDI	Rate 6.2 percent
Medicare Rate*	1.45 percent
Social Security Maximum Wage Base	\$118,500
Medicare Maximum Wage Base	No limit
Maximum Medicare Contribution	(1.45%) no limit

*Additional Medicare Tax = 0.9 percent for wages in excess of \$200,000 per year

Federal Withholding – Form W-4

You must file a new or amended Form W-4, "Employee's Withholding Allowance Certificate", if your filing status, exemption allowances or exempt status has changed since your last W-4 was filed. If you claimed exemption from withholding tax on your year 2015 Form W-4, you must file a new form for year 2016 no later than February 16, 2016, if you want to continue to claim the exemption in 2016. If you no longer claim exempt status, you must file a new W-4 for January tax withholding.

State Withholding – Form DE 4

Unless you file a state Form DE 4, state tax withholding is based on your federal W-4. You may elect to have different federal and state exemption levels or claim state personal estimated withholding allowances by filing both forms.

Some items in this notice are intended to comply with employee notification requirements of the IRS.

Should you have any questions regarding this information, please contact the Fiscal Services Department:
Jeanette Trevino – ext. 4283 or Darlene Hernandez - ext. 4281.

YEAR 2016 TAX RATES

and Other Employee Deductions

See Reverse for General Tax Calculation Procedures

FEDERAL ANNUAL TAX RATES

Table "A"

Rates are applied to *annual taxable earnings** (annual gross earnings less salary reductions) less \$4,050 times number of exemptions claimed.

SINGLE person — including HEAD OF HOUSEHOLD

If the amount of wages (after subtracting withholding allowances) is: The amount of income tax to be withheld is:

Over—	But not over—	Computed tax is:	Of excess over—
\$ 2,250 —	\$ 11,525 .	\$ 0.00 plus 10.0%—	\$ 2,250
\$ 11,525 —	\$ 39,900 .	\$ 927.50 plus 15.0%—	\$ 11,525
\$ 39,900 —	\$ 93,400 .	\$ 5,183.75 plus 25.0%—	\$ 39,900
\$ 93,400 —	\$ 192,400 .	\$ 18,558.75 plus 28.0%—	\$ 93,400
\$ 192,400 —	\$ 415,600 .	\$ 46,278.75 plus 33.0%—	\$ 192,400
\$ 415,600 —	\$ 417,300 .	\$ 119,934.75 plus 35.0%—	\$ 415,600
\$ 417,300		\$ 120,529.75 plus 39.6%—	\$ 417,300

MARRIED person

If the amount of wages (after subtracting withholding allowances) is: The amount of income tax to be withheld is:

Over—	But not over—	Computed tax is:	Of excess over—
\$ 8,550 —	\$ 27,100 .	\$ 0.00 plus 10.0%—	\$ 8,550
\$ 27,100 —	\$ 83,850 .	\$ 1,855.00 plus 15.0%—	\$ 27,100
\$ 83,850 —	\$ 160,450 .	\$ 10,367.50 plus 25.0%—	\$ 83,850
\$ 160,450 —	\$ 240,000 .	\$ 29,517.50 plus 28.0%—	\$ 160,450
\$ 240,000 —	\$ 421,900 .	\$ 51,791.50 plus 33.0%—	\$ 240,000
\$ 421,900 —	\$ 475,500 .	\$ 111,818.50 plus 35.0%—	\$ 421,900
\$ 475,500		\$ 130,578.50 plus 39.6%—	\$ 475,500

OTHER RATES

OASDI Tax Rate— <i>Employee and Employer</i> (Not including Medicare)	6.2 percent
OASDI maximum wage base— <i>Employee and Employer</i>	\$118,500.00
Maximum OASDI contribution— <i>Employee and Employer</i>	\$7,347.00
Medicare Tax Rate	1.45 percent
Additional Medicare Tax— <i>Employee wages over \$200,000</i>	0.90 percent
Medicare maximum wage base	No limit
Medicare maximum contribution	No limit
S.U.I. Rate (FY15-16)	0.05 percent
CA Disability Insurance (SDI)	0.9 percent
SDI maximum wage base	\$106,742.00
CalSTRS/CalPERS	See employer
IRS Standard Mileage Rate (1-1-16)	54 cents per mile
Federal Supplemental Tax Rate	25 percent
State Supplemental Tax Rate	6.6 percent

SALARY REDUCTIONS

Salary reductions which reduce taxable earnings include Employee contributions to:

Deferred Tax Sheltered Annuity (403b/TSA)	Deferred Compensation (457b)
Employee portion of CalSTRS/CalPERS	Section 125 Plan benefits
Alternative Retirement Plans	

Attachment No: 1
Inf. Bul. No. 4259
SFS-A32-2015-2016 Rev. 12/17/15-C

STATE ANNUAL TAX RATES

Table "B"

Rates apply to *annual taxable earnings** (annual gross earnings less salary reductions) as follows:

- a) \$0 tax if annual taxable earnings are equal to or less than \$13,419 if SINGLE or MARRIED — 0 or 1 exemption \$26,838 if UNMARRIED HEAD of HOUSEHOLD or MARRIED—2 or more exemptions
- b) Apply rate to annual taxable earnings less standard deduction and less \$1,000 for each Estimated Deduction** Allowance

Standard deduction	
MARRIED — 0 or 1 exemption	\$ 4,044
2 or more exemptions	\$ 8,088
SINGLE —	\$ 4,044
UNMARRIED HEAD of HOUSEHOLD —	\$ 8,088

SINGLE, MARRIED WITH DUAL INCOME, or MARRIED WITH MULTIPLE EMPLOYERS

If the taxable income is:

Over—	But not over—	Computed tax is:	Of amount over—
\$ 0 —	\$ 7,850 .	\$ 0.00 plus 1.10%—	\$ 0
\$ 7,850 —	\$ 18,610 .	\$ 86.35 plus 2.20%—	\$ 7,850
\$ 18,610 —	\$ 29,372 .	\$ 323.07 plus 4.40%—	\$ 18,610
\$ 29,372 —	\$ 40,773 .	\$ 796.60 plus 6.60%—	\$ 29,372
\$ 40,773 —	\$ 51,530 .	\$ 1,549.07 plus 8.80%—	\$ 40,773
\$ 51,530 —	\$ 263,222 .	\$ 2,495.69 plus 10.23%—	\$ 51,530
\$ 263,222 —	\$ 315,866 .	\$ 24,151.78 plus 11.33%—	\$ 263,222
\$ 315,866 —	\$ 526,443 .	\$ 30,116.35 plus 12.43%—	\$ 315,866
\$ 526,443 —	\$ 1,000,000 .	\$ 56,291.07 plus 13.53%—	\$ 526,443
\$ 1,000,000 and over		\$ 120,363.33 plus 14.63%—	\$ 1,000,000

MARRIED person —

If the taxable income is:

Over—	But not over—	Computed tax is:	Of amount over—
\$ 0 —	\$ 15,700 .	\$ 0.00 plus 1.10%—	\$ 0
\$ 15,700 —	\$ 37,220 .	\$ 172.70 plus 2.20%—	\$ 15,700
\$ 37,220 —	\$ 58,744 .	\$ 646.14 plus 4.40%—	\$ 37,220
\$ 58,744 —	\$ 81,546 .	\$ 1,593.20 plus 6.60%—	\$ 58,744
\$ 81,546 —	\$ 103,060 .	\$ 3,098.13 plus 8.80%—	\$ 81,546
\$ 103,060 —	\$ 526,444 .	\$ 4,991.36 plus 10.23%—	\$ 103,060
\$ 526,444 —	\$ 631,732 .	\$ 48,303.54 plus 11.33%—	\$ 526,444
\$ 631,732 —	\$ 1,000,000 .	\$ 60,232.67 plus 12.43%—	\$ 631,732
\$ 1,000,000 —	\$ 1,052,886 .	\$ 106,008.38 plus 13.53%—	\$ 1,000,000
\$ 1,052,886 and over		\$ 113,163.86 plus 14.63%—	\$ 1,052,886

UNMARRIED HEAD OF HOUSEHOLD—

If the taxable income is:

Over—	But not over—	Computed tax is:	Of amount over—
\$ 0 —	\$ 15,710 .	\$ 0.00 plus 1.10%—	\$ 0
\$ 15,710 —	\$ 37,221 .	\$ 172.81 plus 2.20%—	\$ 15,710
\$ 37,221 —	\$ 47,982 .	\$ 646.05 plus 4.40%—	\$ 37,221
\$ 47,982 —	\$ 59,383 .	\$ 1,119.53 plus 6.60%—	\$ 47,982
\$ 59,383 —	\$ 70,142 .	\$ 1,872.00 plus 8.80%—	\$ 59,383
\$ 70,142 —	\$ 357,981 .	\$ 2,818.79 plus 10.23%—	\$ 70,142
\$ 357,981 —	\$ 429,578 .	\$ 32,264.72 plus 11.33%—	\$ 357,981
\$ 429,578 —	\$ 715,962 .	\$ 40,376.66 plus 12.43%—	\$ 429,578
\$ 715,962 —	\$ 1,000,000 .	\$ 75,974.19 plus 13.53%—	\$ 715,962
\$ 1,000,000 and over		\$ 114,404.53 plus 14.63%—	\$ 1,000,000

- c) Reduce result of b) by personal allowance tax credit to arrive at annual tax: Personal allowance credit*** for Single, Married, and Head of Household
0 Allowance — \$0
1 or More Allowances — \$119.90 for each allowance

* See reverse side for calculation of annual taxable earnings.

** Estimated deductions are not the same as the personal allowances on Form DE-4, California "Employee's Withholding Allowance Certificate." Apply personal allowances credit only in step (c) of the computation.

*** Credit is for personal allowances only; exclude estimated deduction allowances.