

PAYROLL GUIDE

2021 FACT FINDER^{*}

PENSION PLAN LIMITATIONS

INTERNAL REVENUE SERVICE	2021	2020	IRC REF.
Salary Deferral (pretax) Limits			
• 5401(k)/5403(b)/SEP	\$ 19,500	\$ 19,500	5402(p)(1)
• SIMPLE Plans	\$ 13,500	\$ 13,500	5408(p)(2)(E)
• State/local govt.; tax exempt.	\$ 19,500	\$ 19,500	5457
--- 5401(k) catch-up contributions	\$ 6,500	\$ 6,500	5414-(v)(2)(B)(i)
--- Other catch-up contributions	\$ 3,000	\$ 3,000	5414-(v)(2)(B)(ii)
Section 415 Annual Benefits Limits			
• Defined benefit plans	\$ 230,000	\$ 230,000	5415(b)(1)(A)
• Defined contribution plans	\$ 58,000	\$ 57,000	5415(c)(1)(A)
Compensation Limits			
• Qualified plans	\$ 290,000	\$ 285,000	5401(a)(17)
• Collectively bargained	\$ 290,000	\$ 285,000	5401(a)(17)
• Governmental plans	\$ 430,000	\$ 425,000	5401(a)(17)
Highly Compensated Levels			
• At any time 5% owner	No limit	No limit	5414(q)(1)(A)
• Any employee	\$ 130,000	\$ 130,000	5414(q)(1)(B)
• One of top-paid employees	Optional	Optional	5414(q)(1)(B)
Key Employee Levels			
• Highly-compensated	\$ 185,000	\$ 185,000	5416(i)(1)(A)(i)
• 10 highest paid employees with largest interest	N/A	N/A	5416(i)(1)(A)(ii)
• 5% owner	No limit	No limit	5416(i)(1)(A)(iii)
• 1% owner	\$ 150,000	\$ 150,000	5416(i)(1)(A)(iv)
SEP Plans			
• Mandatory plan participation	\$ 650	\$ 600	5408(k)(2)(C)
• Compensation amount	\$ 290,000	\$ 285,000	5408(k)(3)(C)
--- Collectively bargained	\$ 290,000	\$ 285,000	5408(k)(3)(C)
ESOP			
• Threshold for exception to 5-yr. distribution requirement	\$ 1,165,000	\$ 1,150,000	5409-(c)(1)(C)(i)
• Incremental amt. for distribution	\$ 235,000	\$ 230,000	5409-(c)(1)(C)(ii)
Control Employees			
• Private sector			
--- Board or shareholder-appointed or elected official	\$ 115,000	\$ 115,000	Reg. 51.61-2(f)
--- Any employee	\$ 235,000	\$ 230,000	Reg. 51.61-2(f)
• Governmental employee	\$ 161,700	\$ 160,100	Reg. 51.61-2(f)

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* Based on info available as of January 31, 2021.

SOCIAL SECURITY (OASDI) & MEDICARE (HI) TAX

Year	Fund	Wage Limit	Max. Rate	Tax
2021	OASDI	\$142,800	6.20%	\$8,853.60
	HI		2.35%*	No limit
	HI	All wages	1.45%**	No limit
2020	OASDI	\$137,700	6.20%	\$8,537.40
	HI		2.35%*	No limit
	HI	All wages	1.45%**	No limit

* The employee HI rate is 1.45% on all wages plus an additional 0.9% on wages over \$200,000.

** The employer HI rate is 1.45% on all wages.

FEDERAL UNEMPLOYMENT TAX

Wage Limit	Rate	Maximum Credit	Deposit Rate
\$7,000	6.0%	5.4%	0.60%

TAX-FREE COMMUTING BENEFITS (PER MONTH)

	2021	2020
Employee Parking	\$ 270	\$ 270
Transit Passes/Van Pools	\$ 270	\$ 270
Bicycle	\$ 0	0

FEDERAL MILEAGE RATES

	2021	2020
Business mileage	56.0¢	57.5¢
Moving	16.0¢	17.0¢
Charitable	14.0¢	14.0¢
Medical	16.0¢	17.0¢

FEDERAL MINIMUM WAGE

\$7.25 per hour

LUXURY CAR

Vehicles not eligible for cents-per-mile rule^{*}

If vehicle placed in service in 2021	Value cannot exceed ...
Autos	\$51,100
Trucks and Vans	\$51,100

* If the cents-per-mile method cannot be used, the employer must use the annual lease-value method or a general valuation standard to determine the value of an employee's personal use of a company-provided vehicle.



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Eric Karen



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Premium Quickfinder Handbook ,2021 *Quick Reference to Payroll Compliance, 2015 Edition* Alice

Gilman,2015-08-16 Quick Reference to Payroll Compliance is a one volume resource that gives you straightforward instruction on complying with both federal and state laws for all areas of payroll administration from calculating gross pay to handling garnishments from taxation of fringe benefits to year end reporting Quick Reference to Payroll Compliance helps you take the guesswork out of payroll compliance with current coverage of Wage and hour laws Taxation and reporting of wages Taxation of fringe benefits and other compensation Tax deposit requirements Garnishments New hire reporting Year end reporting Quick Reference to Payroll Compliance gives you the information you need to ensure federal and state compliance including Quick clear explanations of Federal rules and regulations Easy to read requirements for all 50 states Line by line and box by box instructions for completing payroll tax forms And much more **The Payroll Toolkit** Timothy

F. Carse,Jeffrey Slater,1997-01-01 Written specifically for the non accounting professional this hands on reference will guide the reader through the technical legal and administrative aspects of payroll accounting The Payroll Toolkit is an ideal resource for professionals and business owners who suddenly find themselves responsible for managing the payroll This complete guide offers a simple overview of the necessary forms and legal paperwork tricks of the trade for organizing and expediting the payroll function step by step instructions to calculate gross pay payroll taxes employee deduction and other payroll functions checklists and graphs for quick reference **Payroll Tax - Unabridged Guide** Eric Karen,2012-10-01

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