

# PAYROLL GUIDE

## 2021 FACT FINDER\*

### PENSION PLAN LIMITATIONS

INTERNAL REVENUE SERVICE	2021	2020	IRC REF.
<b>Salary Deferral (pretax) Limits</b>			
• 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)
<b>Section 415 Annual Benefits Limits</b>			
• Defined benefit plans	\$ 230,000	\$ 230,000	5415(b)(1)(A)
• Defined contribution plans	\$ 58,000	\$ 57,000	5415(c)(1)(A)
<b>Compensation Limits</b>			
• 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)
<b>Highly Compensated Levels</b>			
• 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)
<b>Key Employee Levels</b>			
• 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)
<b>SEP Plans</b>			
• 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)
<b>ESOP</b>			
• 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)
<b>Control Employees</b>			
• 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.



# Payroll Guide 2fact Finder

**B Lingard**



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web multiply the c c measurement of the conduits by the tangent of 1 2 the bend angle add this figure to the center of bend measurement of 1st conduit this will be center of bend measurement of the 2nd conduit advance the center of bend measurement of each succeeding conduit by this figure example  $\tan \theta \times \text{adj c c}$

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web only a few numbers and math operations need to be memorized to make offsets saddles and 90 degree bends even the multiplier and deduct figures are usually stamped onto the bender device for more information on using a hand bender see my comprehensive guide to bending conduit

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web conduit come in two types emt and rigid conduits and can be found in various sizes klein tools provides conduit benders for emt in  $\frac{1}{2}$   $\frac{3}{4}$  1 and 1  $\frac{1}{4}$  conduit and  $\frac{1}{2}$   $\frac{3}{4}$  and 1 rigid conduit to aid bending when performing a ground or air bend the benders are marked with different alignment

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