

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.



Payroll Guide 2fact Finder

Laura Mae Douglass, Em Olivia Bevis

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Effective Police Supervision Study Guide Larry S. Miller, Michael C. Braswell, Chris Rush, 2014-03-20 Good police officers are often promoted into supervisory positions with little or no training for what makes a good manager Effective Police Supervision provides readers with an understanding of the group behaviors and organizational dynamics necessary to understand the fundamentals of police administration The Effective Police Supervision Study Guide which includes quizzes and other study tools gives students as well as professionals training for promotional exams a way to review the material and be fully prepared for examinations and the world of police supervision This new edition like the new edition of the textbook it accompanies includes information on the following topics police accountability police involvement with news media dealing with social media updates on legal considerations and avoiding scandals

Policies and Guidelines for School Board-teacher Negotiations in Wisconsin Public Schools Wisconsin Association of School Boards, 1966 A Guide to Wisconsin Laws Relating to Vocational, Technical and Adult Education Wisconsin, 1970 **Public Sector Labor Relations** Ralph T. Jones, 1975 *The Labor Arbitration Information System*, 1985 **Systems and Procedures** William H.

Brush, 1968 Collection of essays on scientific management techniques with particular reference to systems design and analysis in the USA covers the theoretics of management managerial job requirements management development training programmes programme planning and budgeting perth network analysis EDP systems management information systems operational research work study cost control automation records maintenance etc and includes a case study Organizing for Effective Systems Planning and Control American Management Association. Office Management Division, 1956

Special Report American Management Association, 1956 *Special Report*, 1956 *How to be a Successful Frauditor* Peter Tickner, 2012-05-22 This book shows how anyone who finds they need to investigate a fraud at work can conduct a successful investigation and maximise their chances of recovering stolen money Drawing on the experiences of the author including his role in a number of high profile cases at two organisations at the heart of government the Treasury and the Metropolitan Police the book is peppered with real life examples and case studies of the frauditor s experiences and lessons learned the hard way including the cases of The linguist who was lost for words Doctoring the suits at the hospital A magician at work Corporate credit cards for cops Readable and written to de bunk the mysteries of fraud investigation this book includes interactive case studies to develop the reader s skills in effective fraud detection and investigation LABOR RELATIONS REFERENCE MANUAL THE BUREAU OF NATIONAL AFFAIRS, INC., 1976 *Guide to U.S. Government Publications* John L. Andriot, Donna Andriot, 1997 Topic Coded Titles on Public Employee Collective Bargaining Helene S. Tanimoto, 1976 **Labor Relations Reference Manual**, 1996 Vols 9 17 include decisions of the War Labor Board

today's summary and analysis The bureau of national affairs inc, 1971 **Daily Labor Report**, 1975 **Nursing Management and Leadership in Action** Laura Mae Douglass, Em Olivia Bevis, 1983 *LABOR ARBITRATION REPORTS* -

Awards of Arbitrators Recommendations of Fact-Finding Boards Court Decisions on Labor Arbitration. Vol. 7. ,1947

**West's Federal Practice Digest ,1978 Topic Coded Titles on Public Employee Collective Bargaining with
Emphasis on State and Local Levels** Helene S. Tanimoto,1974

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