## CHECKPOINT

## PAYROLL GUIDE 2021 FACT FINDER'

INTERNAL REVENUE SERVICE	2001	2020	IRC REF.
Salary Deferral (pretax) Limits	1000000	Appropriate Control	
<ul> <li>§401(k)/§403(b)/SEP</li> </ul>	\$ 19,500	\$ 19,500	§-9021(a)(1)
SIMPLE Plans	5 13,500		5-40-8(p3(23(E)
<ul> <li>State/local govt.; tax exempts</li> <li>640100 catch-up contributions</li> </ul>	\$ 19,500	\$ 19,500	6457
Other catch-up contributions	\$ 6,500 \$ 3,000	5 3,000	5-41-4(v)(2)(8)(ii) 5-41-4(v)(2)(8)(ii)
Section 415 Annual Benefits Limits			
<ul> <li>Defined benefit plans</li> </ul>	\$ 230,000	\$ 230,000	5-415(b)(10(A)
<ul> <li>Defined contribution plans</li> </ul>	\$ 58,000	\$ 57,000	§415(c)(10(A)
Compensation Limits	1000000000000	Tatisasionas	11121000000000
<ul> <li>Qualified plans</li> </ul>	\$ 290,000	\$ 285,000	5-4010a)(17)
<ul> <li>Collectively bargained</li> <li>Governmental plans</li> </ul>	5 290,000	\$ 285,000	5-401(a)(17) 5-401(a)(17)
Governmental plans.	5 430,000	5 425,000	Sharp (California)
Highly Compensated Levels	100000000000000000000000000000000000000	100000000000000000000000000000000000000	100000000000000000000000000000000000000
At any time 5% owner     Any employee	No limit \$ 130,000	No limit 5 130 000	6-41-4(q)(1)(A) 6-41-4(q)(1)(B)
<ul> <li>One of top-paid employees</li> </ul>	Optional	Optional	6-41-4(q)(1000)
- Count on info-bears studynostics	College	Ogracian	Shar toucheffel shows
Key Employee Levels			
<ul> <li>Highly compensated</li> </ul>	5 185,000	\$ 185,000	5-4145-00/010/A300
<ul> <li>10 highest paid employees with</li> </ul>	ACC 200 C	400	ar exercises a second
Largest interest • 5% owner	N/A No timit	N/A No limit	54160000(A)00
* T% owner	\$ 150,000	\$ 150,000	541600(06A)000 541600(06A)000
	The state of the s	and the state of t	Stor contribution described.
SEP Plans  - Mandatory plan participation	5 650	5 600	64080/3G236C3
Compensation amount	\$ 290,000	5 285 000	64080(XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
Collectively bargained	\$ 290,000	\$ 285,000	64080(XXXXXX
	2 6 2 2 2 2 2 2 2	2 800000000	Separate Services
ESOP			
<ul> <li>Threshold for exception to 5-yr. distribution requirement</li> </ul>	\$1,165,000	\$1,150,000	5409(a)(THC)(0)
<ul> <li>Incremental amt. for distribution</li> </ul>	\$ 235,000	\$ 230,000	§-4019(c)(1)(C)(H)
Control Employees			
Private sector			
- Board or shareholder-appointed	THE STATE OF THE S	22000000000	14494214244
or elected official	5 115,000	\$ 115,000	Reg. 51.61-21(f)
- Any employee  Governmental employee	\$ 235,000	5 230,000	Reg. §1.63-21(f)
<ul> <li>Covernmental entiplicyee</li> </ul>	\$ 161,700	\$ 160,100	Reg. 53.63-2300

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# SOCIAL SECURITY (DASDI) & MEDICARE OID TAX

Year 2021		Limit	Rate 6.20%	Tax 58.853.60
action 1	HE	\$142,800	2.35%*	No limit
	940	Attivoges.	1.46/9/61	No liverit.
2020	IDASDI HII	\$137,700	6.20%	\$8,537,40 No limit
	HILL	All wingers	1.45%	No limit

- The employee HI rate is 1.40% on all ecopes plus an additional 0.9% on wages over \$200,000.
- \*\* The employer HI rate is 1-45% on all wages.

#### FEDERAL UNEMPLOYMENT TAX Wage Minuters and Deposit **Closell** State Chedit Rate 57,000 65-07% 55,4756 (0.6/096)

#### TAX-FREE COMMUTING BENEFITS (PER MONTH) 210/21 2020 Employee Parking 5.270 5.270 Transit Passes/Van Poots \$ 270 5.220 5 0 0 Blicy Chr.

PEDERAL MILEAGE RATE	5	
	2021	2020
Business mileage	56.04	57.54
Moving	16.00	17.04
Charitable	14.04	14.04
Medical	36.0¢	12.00

#### FEDERAL MINIMUM WAS

\$7.25 per hour

#### LUDBURY CAR rehicles not etigible for cents-per-mile rule.

If vehicle placed	Value cannot
in service in 2021.	exceed
Autos	\$51,100
Trucks and Vains	\$57,100

<sup>&</sup>quot; If the cents per-mile method connot be used, the employer must use the savnual lease value method or as general valuation standard to determine the value of are employee's personal use of a company provided vehicle.



<sup>\*</sup> Based on into available as of January 31, 2021.

# **Payroll Guide 2fact Finder**

William H. Brush

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LABOR ARBITRATION REPORTS -

Management and Leadership in Action Laura Mae Douglass, Em Olivia Bevis, 1983

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

West's Federal Practice Digest,1978

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