

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(g)(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(g)(1)(A)
• Any employee	\$ 130,000	\$ 130,000	5414(g)(1)(B)
• One of top-paid employees	Optional	Optional	5414(g)(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(a)(1)(C)(i)
• Incremental amt. for distribution	\$ 235,000	\$ 230,000	5409(a)(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

Katrin Zwirglmaier

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

Payroll Guide 2fact Finder:

Whispering the Secrets of Language: An Psychological Quest through **Payroll Guide 2fact Finder**

In a digitally-driven earth where screens reign great and instant connection drowns out the subtleties of language, the profound techniques and mental nuances hidden within phrases often go unheard. Yet, situated within the pages of **Payroll Guide 2fact Finder** a interesting fictional prize pulsing with raw emotions, lies an exceptional journey waiting to be undertaken. Written by a skilled wordsmith, that marvelous opus encourages viewers on an introspective trip, gently unraveling the veiled truths and profound affect resonating within the very fabric of each word. Within the mental depths with this emotional evaluation, we will embark upon a honest exploration of the book is key themes, dissect its interesting publishing design, and yield to the strong resonance it evokes strong within the recesses of readers hearts.

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· Location under steering wheel, on relay carrier · Fuses layout in ... Seat Altea 2010 Fuse Box The fuse box is located under the instrument panel behind the cover on the driver's side. Engine compartment fuse box location: Fuse Box Diagram | Layout. SEAT Fuse & Relay Diagram. PDF Download - Volkswagen Here you will find SEAT fuse box diagrams, Relay and Fitting locations: SEAT Arona, Ateca, Alhambra, Ibiza / Cordoba, Toledo / Altea, Leon, Arosa, Inka, ... The Ruby Knight (Book Two of the Elenium): David Eddings The Elenium series, which began in Diamond Throne, continues against a background of magic and adventure. Ehlana, Queen of Elenia, had been poisoned. The Ruby Knight (The Elenium, #2) by David Eddings The Ruby Knight is the second book in the Elenium and follows Sparhawk on the quest to obtain the magical artefact known as the Bhelliom in order to save ... The Ruby Knight (Book Two of The Elenium): Eddings, David Sparhawk, Pandion Knight and Queen's Champion, returns home to find young Queen Ehlana in terrible jeopardy, and soon embarks on a quest to find the one ... The Elenium Book Series - ThriftBooks by David Eddings includes books The Diamond Throne, The Ruby Knight, The Sapphire Rose, and several more. See the complete The Elenium series book list in ... The Ruby Knight (Book Two Of The Elenium) The Ruby Knight (Book Two Of The Elenium). By: David Eddings. Price: \$9.95. Quantity: 1 available. THE RUBY KNIGHT Book Two Of The Elenium THE RUBY KNIGHT Book Two Of The Elenium. New York: Ballantine Books / Del Rey, 1990. First Edition; First Printing. Hardcover. Item #50179. ISBN: 0345370430 The Elenium - Wikipedia The Elenium is a series of fantasy novels by American writer David Eddings. The series consists of three volumes: The Diamond Throne, The Ruby Knight, ... The Ruby Knight. Book Two of The Elenium. - AbeBooks AbeBooks.com: The Ruby Knight. Book Two of The Elenium.: ISBN 0-345-37043-0 Black boards, black cloth spine with red lettering, 406 pages, clean, tight, ... The Ruby Knight: Book Two of The Elenium | David Eddings The Ruby Knight: Book Two of The Elenium. New York: A Del Rey Book Ballantine Books, 1991. First Edition. Hardcover. Item #10097. ISBN: 0345370430 The Ruby Knight (Book Two of the Elenium) - Moon Dragon The Elenium series, which began in Diamond Throne, continues against a background of magic and adventure. Ehlana, Queen of Elenia, had been poisoned.