

# PAYROLL GUIDE

## 2021 FACT FINDER<sup>\*</sup>

### 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<sup>\*</sup>

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

**The bureau of national affairs inc**



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## **Table of Contents Payroll Guide 2fact Finder**

1. Understanding the eBook Payroll Guide 2fact Finder
  - The Rise of Digital Reading Payroll Guide 2fact Finder
  - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Guide 2fact Finder
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Payroll Guide 2fact Finder
  - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Guide 2fact Finder
  - Personalized Recommendations
  - Payroll Guide 2fact Finder User Reviews and Ratings
  - Payroll Guide 2fact Finder and Bestseller Lists

5. Accessing Payroll Guide 2fact Finder Free and Paid eBooks
  - Payroll Guide 2fact Finder Public Domain eBooks
  - Payroll Guide 2fact Finder eBook Subscription Services
  - Payroll Guide 2fact Finder Budget-Friendly Options
6. Navigating Payroll Guide 2fact Finder eBook Formats
  - ePub, PDF, MOBI, and More
  - Payroll Guide 2fact Finder Compatibility with Devices
  - Payroll Guide 2fact Finder Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Payroll Guide 2fact Finder
  - Highlighting and Note-Taking Payroll Guide 2fact Finder
  - Interactive Elements Payroll Guide 2fact Finder
8. Staying Engaged with Payroll Guide 2fact Finder
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Payroll Guide 2fact Finder
9. Balancing eBooks and Physical Books Payroll Guide 2fact Finder
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Payroll Guide 2fact Finder
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Payroll Guide 2fact Finder
  - Setting Reading Goals Payroll Guide 2fact Finder
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Payroll Guide 2fact Finder
  - Fact-Checking eBook Content of Payroll Guide 2fact Finder
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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