

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.



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E Durkheim

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

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Equal Employment Opportunity Compliance Guide, 2013 Edition John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic **PayrollOrg Basic Guide to Payroll, 2024** Mitchell-George,

Topical guide to testimony contained in pts. 1-4 United States. Congress. Senate. Committee on Labor and Public Welfare, 1947 [The Almanac of the Unelected, 2013](#) Suzanne Struglinski, Samantha Young, 2013-08-29 It's All Who You Know When Working the System Here's How to Get to Know the Right People Working behind the scenes to write bills map out legislative maneuvers and block the opposing party's political moves are hundreds of Capitol Hill staffers Some old many new congressional aides on both sides of the aisle are playing a vital role in the 113th Congress The fast paced changes in the legislative landscape can be daunting But there's one place you can always count on to tell you who's in who's out and who is the most effective person to address your cause The Almanac of the Unelected While members of the House of Representatives and the Senate enact laws it is often their staffers who exert the greatest influence in the lawmaking process Staffers advise their elected bosses establish political positions on issues craft legislation put policies in place and play important roles on scores of congressional committees Now in its 24th year the Almanac of the Unelected contains in depth profiles on key congressional staff members that you will not find elsewhere In addition to contact information and other pertinent data the Almanac is constantly updating itself to give you the inside track Our writers conduct one on one interviews with congressional staffers to make sure you know precisely which issues they are handle and what bills will pass their desks each year as they help to craft new or refine the existing laws and codes that govern our nation With the changes that have taken place this essential resource has never been more important or more valuable The Almanac of the Unelected is the leading source for information on congressional staff members The profiles included feature in depth biographical information detailed professional history and educational background staff members areas of expertise and committee role

up to date contact information and photograph when available staffers own insights as to their committee s priorities and special projects during this session of Congress Organized by House Senate and Joint committee assignments you ll find both the person you re looking for and information on his or her individual impact on legislation and decision making With this Almanac you ll never again need to question who is the most effective person to advocate your cause **The United States Government Internet Directory, 2013** Shana Hertz Hattis,2013-07-29 Discover the depth of government information and services available online The United States Government Internet Directory serves as a guide to the changing landscape of government information online The Directory is an indispensable guidebook for anyone who is looking for official U S government resources on the Web The U S government s information online is massive and can be difficult to locate The e version of this book allows you to click on a link and go directly to each government site Roger Ebert's Movie Yearbook 2013 Roger Ebert,2012-12-04 Reviews originally appeared in the Chicago sun times Public Relations in Japan Tomoki Kunieda,Yamamura Koichi,Junichiro Miyabe,2018-09-21 Despite its rapid economic development Japan lacks a large public relations industry and its role is viewed very differently from its Western counterparts PR functions are handled predominantly in house and a degree in a PR field is not a hiring requirement for those agencies which do operate Mainstream PR history focusses entirely on its organizational aspects and there are no Japanese PR gurus defining the field Equal Employment Opportunity Compliance Guide 2016 BUCKLEY,2015-12-16 Equal Employment Opportunity Compliance Guide 2015 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop andquot EEO solutionandquot delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including andquot reverseandquot religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes *Running the Numbers: A Practical Guide to Regional Economic and Social Analysis: 2014* John Quinterno,2014-12-18 Through use of practical examples and a plainspoken narrative style that minimises the use of maths this book demystifies data concepts sources and methods for public service professionals interested in understanding economic and social issues at the regional level By blending elements of a general interest book a textbook and a reference book it equips civic leaders public administrators urban planners nonprofit executives philanthropists journalists and graduate students in various public affairs disciplines to wield social and economic data for the benefit of their communities While numerous books about quantitative research exist few focus specifically on the public sector Running the Numbers in contrast explores a wide array of topics of regional importance including economic output demographics business structure

labour markets and income among many others To that end the book stresses practical applications minimises the use of maths and employs extended chapter length examples that demonstrate how analytical tools can illuminate the social and economic workings of actual American regions Democracy and the Next American Economy Henry A. J. Ramos,2019-04-30 Progressive intellectual Henry A J Ramos believes the United States is at a crossroads facing the most challenging moment since the civil rights movement of the late 1960s and early 1970s In fact absent major new interventions and investments he sees this moment as a pivotal turning point in the American journey in which political polarization income and wealth disparity and public violence much of which is race related threaten the very essence and integrity of our democracy and economy Ramos examines the policies that have contributed to America s decline including those that have led to the concentration of great wealth in the hands of a few while condemning many to systemic poverty and inequality Current economic and social trends he stresses are unsustainable and call for organized concerted action by people of conscience and those affected Ultimately Ramos provides a roadmap for the future so the United States can continue to provide opportunities for its people and serve again as a leader in the international community He offers case studies of organizations that have successfully created and administered programs that further equity in society restore democratic practices implement better urban and city planning and protect the environment Demonstrating both the critical importance and real possibility of leveraging prosperity and justice for all Americans this compelling work is a must read for anyone interested in democracy economic restoration and environmental sustainability

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Table of Contents Payroll Guide 2013 Fact Finder

1. Understanding the eBook Payroll Guide 2013 Fact Finder
 - The Rise of Digital Reading Payroll Guide 2013 Fact Finder
 - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Guide 2013 Fact 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 2013 Fact Finder
 - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Guide 2013 Fact Finder
 - Personalized Recommendations
 - Payroll Guide 2013 Fact Finder User Reviews and Ratings
 - Payroll Guide 2013 Fact Finder and Bestseller Lists
5. Accessing Payroll Guide 2013 Fact Finder Free and Paid eBooks
 - Payroll Guide 2013 Fact Finder Public Domain eBooks
 - Payroll Guide 2013 Fact Finder eBook Subscription Services
 - Payroll Guide 2013 Fact Finder Budget-Friendly Options

6. Navigating Payroll Guide 2013 Fact Finder eBook Formats
 - ePub, PDF, MOBI, and More
 - Payroll Guide 2013 Fact Finder Compatibility with Devices
 - Payroll Guide 2013 Fact Finder Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Payroll Guide 2013 Fact Finder
 - Highlighting and Note-Taking Payroll Guide 2013 Fact Finder
 - Interactive Elements Payroll Guide 2013 Fact Finder
8. Staying Engaged with Payroll Guide 2013 Fact Finder
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Payroll Guide 2013 Fact Finder
9. Balancing eBooks and Physical Books Payroll Guide 2013 Fact Finder
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Payroll Guide 2013 Fact Finder
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Payroll Guide 2013 Fact Finder
 - Setting Reading Goals Payroll Guide 2013 Fact Finder
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Payroll Guide 2013 Fact Finder
 - Fact-Checking eBook Content of Payroll Guide 2013 Fact 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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