

# 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(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) |
| <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(g)(1)(A)      |
| • Any employee  | \$ 130,000   | \$ 130,000   | 5414(g)(1)(B)      |
| • One of top-paid employees                                 | Optional     | Optional     | 5414(g)(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.



# Thomson Reuters Payroll Guide 2015 Fact Finder

**Mike Jess**



## **Thomson Reuters Payroll Guide 2015 Fact Finder:**

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mar 31 2016 summary of zaha hadid first woman to break the glass ceiling of the starchitect universe dwelling amongst greats such as frank lloyd wright and le corbusier iraqi born zaha hadid s pioneering vision challenged notions of what could be achieved in building coined the queen of the curve her highly inventive designs liberated architecture

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sep 9 2014 the first woman to win the pritzker prize for architecture zaha hadid 1950 2016 defined a radically new approach to architecture by creating buildings such as the rosenthal center for contemporary art in cincinnati with multiple perspective points and fragmented geometry to evoke the chaos of modern life

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nový downtown sky park je multifunkčný projekt rezidenčných a kancelárskych budov nachádza sa na území pôvodne industriálnej časti mesta ktoré dnes predstavuje nové centrum bratislavy súčasťou projektu je mestský park s rozlohou viac ako 35 000m<sup>2</sup> a zrekonštruovaná národná kultúrna pamiatka jurkovičova tepláreň viac info

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