

# 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(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.



# 12 Payroll Guide Fact Finder

**B Lingard**

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