

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.



Thomson Reuters Quick Guide 2015 Payroll Tax

O. Ray Whittington



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question is provided in detail step by step so as to provide 100% concept clarity to the students **OECD Economic Surveys: Costa Rica 2016 Economic Assessment** OECD,2016-02-15 This 2016 OECD Economic Survey of Costa Rica examines recent economic developments policies and prospects The special chapters cover Inclusive growth and Productivity

Taxation in the Digital Economy Nella Hendriyetty,Chris Evans,Chul Ju Kim,Farhad Taghizadeh-Hesary,2022-07-11 A robust and efficient tax administration in a modern tax system requires effective tax policies and legislation Policy frameworks should cover all aspects of tax administration and include the essential processes of capturing processing analyzing and responding to information provided by taxpayers and others concerning taxpayers affairs By far the greatest challenges facing tax administrations in all countries are those posed by the continuing developments in the digital economy Whereas societies are grappling to come to terms with the transitions from the third industrial or digital revolutions revenue authorities grapple with the consequences for the sustainability of their tax bases and the efficient administration and collection of taxes This book presents a critical review of the status of tax systems in Asia and the Pacific in the era of the digital economy The book suggests how countries can maximize their domestic resource mobilization when confronted by the challenges that digitalization inevitably produces as well as how they can best harness or take advantage of aspects of digitalization to serve their own needs The full implications of the COVID 19 crisis are still too uncertain to predict but it is clear that the crisis will accelerate the trend towards digitalization and also increase pressures on public finances This in turn may shape the preference for and the nature of both multilateral and unilateral responses to the tax challenges posed by digitalization and the need to address them This book will be a timely reference for those researching on taxation in digital economy and for policy makers The Open Access version of this book available at www.taylorfrancis.com has been made available under a Creative Commons Attribution Non Commercial No Derivatives 4.0 license **Forthcoming Books** Rose

Arny,2000 *The Family Office* Boris Canessa,Jens Escher,Alexander Koeberle-Schmid,Peter Preller,Christoph Weber,2019-01-24 The book offers crucial advice in helping entrepreneurs and their families find or found a family office that fits their goals The authors survey the key considerations in this process including What are the different models for family offices and what are their respective benefits What costs can be expected from a family office and how much wealth must be under management to justify them What are the role and responsibilities of the Family Officer and his staff Which are best practices for family governance succession planning and philanthropy at a family office These insights are then supplemented by a wide ranging set of interviews with family members family officers and consultants from around the world Both family office professionals and families themselves will benefit from this thorough but highly approachable examination The author team of Boris Canessa Jens Escher Alexander Koeberle Schmid Peter Preller and Christoph Weber are each experts in a specific field related to the family office They apply their professional and personal knowledge as family office specialists to provide details on organization of the family office governance structures asset allocation succession and family governance

planning and more **Get Rich with Dividends** Marc Lichtenfeld,2023-03-29 The latest entry in the best selling guide to dividend investing In the newly revised third edition of *Get Rich with Dividends A Proven System for Earning Double Digit Returns* bestselling author and investing strategist Marc Lichtenfeld delivers a proven and reliable guide to realizing substantial returns without taking on undue risk using dividends You ll learn to generate significant income with the author s sensible and low risk 10 11 12 System In the book the author demonstrates techniques that won t require you to babysit each and every investment freeing you up to enjoy more fulfilling pursuits as your nest egg and income streams grow steadily You ll also find Proven techniques to generate 12% average annualized returns over the long term Ways to make dividends the cornerstone of your investment and income strategy Methods for reducing risk and increasing returns at the same time An essential resource for retail investors everywhere *Get Rich with Dividends A Proven System for Earning Double Digit Returns* also deserves a place on the bookshelves of anyone interested in the financial and stock markets as well as readers with an interest in business *Fundamentals of Human Resource Management* Mary Gowan,2023-12-21 *Fundamentals of Human Resource Management for Competitive Advantage* delves into the essential principles and practices of human resource management with a focus on gaining a competitive edge in the modern business landscape A wide variety of learning tools in each chapter keeps students engaged and helps them bridge the gap between theoretical concepts and real world applications **10-11-12** (Marc Lichtenfeld),2025-05-06 Amazon TOP5 13 10 11 12 **Quill & Quire** ,1997 *Religion and the American Constitutional Experiment* John Witte (Jr.),Joel A. Nichols,Richard W. Garnett,2022 This accessible and authoritative introduction tells the American story of religious liberty from its colonial beginnings to the latest Supreme Court cases The authors analyze closely the formation of the First Amendment religion clauses and describe the unique and enduring principles of the American experiment in religious freedom liberty of conscience free exercise of religion religious equality religious pluralism separation of church and state and no establishment of religion Successive chapters map all of the 240 Supreme Court cases on religious freedom covering the free exercise of religion the roles of government and religion in education the place of religion in public life and the interaction of religious organizations and the state The concluding reflections argue that protecting religious freedom is critical for democratic order and constitutional rule of law even if it needs judicious balancing with other fundamental rights and state interests Clear comprehensive multidisciplinary and balanced this classic volume is an ideal classroom text This new 5th edition addresses fully the new hot button issues and cases on religious freedom versus sexual liberty religious worship in the time of COVID freedom of conscience and exemption claims state aid to religion religious monuments and ceremonies in public life and the rights and limits of religious groups *Moody's Bank and Finance Manual* ,1990

Prevention, Policy, and Public Health Sarah Moreland-Russell,Ross C. Brownson,2016-01-19 The greatest public health victories of the last century public sanitation vehicle safety measures limits on smoking and tobacco use have all been

facilitated by public policies While policy is an unparalleled tool for effecting change in public health most professionals are unprepared to plan apply or study policy in a consequential way Prevention Policy and Public Health provides a basic foundation for students professionals and researchers to be more effective in the policy arena It offers information on the dynamics of the policymaking process theoretical frameworks analysis and policy applications It also offers tools for advocacy and communication two integral aspects of shaping policies for public health Organized around the leading risk factors for premature death and supplemented with illustrative case study examples this book will help professionals and researchers understand the dimensions of policy which can in turn inform the conduct of research and evaluation These skills combined with an understanding of opportunities and limitations within governments can be highly applicable to designing effective policies and programs With current pressures to implement broad and sustainable public health improvements policies are more important than ever for anyone in the study and practice of public health This book can be considered a primer to truly understanding the connection between prevention policy and public health

Análisis financiero integral Eduardo Scarfó, Ignacio Vélez-Pareja, José Sandoval-Llanos, Pedro Castilla-Ávila, Diego Ortiz, 2022-01-10 Este libro surge como respuesta a la necesidad de docentes estudiantes y profesionales de contar con una obra que aborde las finanzas empresariales desde una perspectiva integral y sistémica A diferencia de otras obras sobre el tema esta es el resultado del diálogo constructivo y el trabajo colectivo de un grupo de autores con perspectivas profesionales y académicas diferentes e ideas complementarias acerca de la gestión y el análisis financiero empresarial El Modelo Integral de Análisis Financiero tiene como objetivo principal facilitar la experiencia de aprendizaje para docentes y estudiantes

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