

## Federal Rates and Limits

### FICA

Social Security (OASDI) Wage Base	\$142,800
Medicare (HI) Wage Base	No Limit
Social Security (OASDI) Percentage	6.2%
Medicare (HI) Percentage	1.45% (2.35% for individuals earning over \$200,000)
Maximum Employee Social Security (OASDI) Withholding	\$8,853.60
Maximum Medicare (HI) Withholding	No Limit
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$18,960
Amount of AGI Causing SS Benefits to be Taxable (85%)	
Married/Filing Jointly	\$44,000
Single	\$34,000

### Federal Minimum Wage

**\$7.25**

Under the Fair Labor Standards Act (FLSA), covered employers must pay non-exempt employees at least \$7.25 per hour. Employers covered by another law that requires a higher minimum wage must comply with the higher rate.

### Mileage Rates

Business	56¢ / mile
Medical	16¢ / mile
Moving	16¢ / mile
Charitable	14¢ / mile

### Retirement Contributions

Maximum Elective Deferral to 401(k) and 403(b)	\$19,500
Maximum Elective Deferral to SIMPLE IRA Plans	\$13,500
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$58,000
Maximum Annual Contribution to Keogh or SEP-IRA	Lesser of 25% of compensation or \$58,000
Maximum Annual Compensation Taken into Account for Contributions	\$290,000
Threshold Amount for Definition of Highly Compensated Employees	\$130,000
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$185,000
Catch Up Contribution Limits (Individuals at least age 50 by EOY)	
401(k) Plans	\$6,500
SIMPLE Plans	\$3,000

Compliments of:

**Riley & Associates PC and Paychex, Inc.**

HR/Payroll/Benefits/Insurance

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## State Rates and Limits

State	State Supplemental Withholding Rate	State Unemployment Taxable Wage Base Limit	State Unemployment Rate Range for Employers <sup>1</sup>	State Unemployment New Employer Rate <sup>2</sup>	State Hourly Minimum Wage	State Minimum Cash Wage for Tipped Employees
Alabama	5%	8,000	0.71%-6.86%	2.70%	N/A	N/A
Alaska	No state withholding	\$43,600	1.00%-5.4% (Alaska has an employee contribution rate of 0.50% that is not included in this rate)	2.07% (Alaska has an employee contribution rate of 0.50% that is not included in this rate)	\$10.34	N/A

\*Rates vary by industry. \*\*Rates include surcharges. \*\*\*Special rules apply to minimum wage standards for this state. Please refer to state laws. \*\*\*\*For specific rate please reference the state withholding tables.

<sup>1</sup>Rates include applicable agency surcharges. Reimbursable and exempt employers not included. <sup>2</sup>Rates do not include surcharges unless noted.

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Arizona	0.8% - 5.1%****	\$7,000	0.08%-20.60%	2.00%	\$12.15	\$9.15
Arkansas	5.90%	\$10,000	0.3% - 14.2%**	3.10%**	\$11.00***	\$2.63***
California	1.1%-14.63%****	\$7,000	1.5%-6.2%	3.40%	\$14.00 for employers with 26 or more employees, \$13.00 for employers with 25 or less employees	N/A
Colorado	4.55% - retro 1/1/2020	\$13,600	0.71% - 9.64%	Non-Construction: 1.70%, Construction (rates vary based on NAICS code): 2.07%, 2.91% or 7.74%	\$12.32***	\$9.30***
Connecticut	N/A	\$15,000	1.9%-6.8%	3.0%	\$12.00, effective 9/1/20	Varies by Type of Tipped Employee
Delaware	N/A	\$16,500	0.3%-8.2%	1.8% New Employer, 2.3% Construction	\$9.25	\$2.23
District of Columbia	N/A	\$9,000	1.9%-7.4%	2.70%	\$15.00	\$5.00
Florida	No state withholding	\$7,000	0.29%-5.4%	2.70%	\$8.65	\$5.63
Georgia	2%-5.75%****	\$9,500	0.04%-7.56%	2.70%**	\$5.15***	\$2.13***
Hawaii	N/A	\$47,400	2.4%-6.60%	5.20%	\$10.10	\$9.35
Idaho	1.125%-6.925%****	\$43,000	0.207%-5.40%	1.000%**	\$7.25	\$3.35
Illinois	4.95%	\$12,960	0.675% - 6.875%	3.175% New Employer**	\$10.00***	\$6.00***
Indiana	3.23%	\$9,500	0.505%-9.484%	2.50%	\$7.25***	\$2.13***
Iowa	6%	\$32,400	0.0%-7.5%	1.0% New Employer, 7.5% Construction	\$7.25	\$4.35
Kansas	5%	\$14,000	0.20%-7.60%	2.7% New Employer, 6.0% Construction	\$7.25	\$2.13***
Kentucky	N/A	\$11,100	3%-9%	2.625% New Employer, Construction 8.925%	\$7.25	\$2.13
Louisiana	N/A	\$7,700	0.09%-6.2%	1.16% - 2.89%	N/A	N/A
Maine	5%	\$12,000	0.49%-5.81%	2.11%	\$12.15	\$6.08
Maryland	3.2%-8.95%****	\$8,500	2.2% - 13.5%	2.6% New Employer, 4.5% Out of State Construction	\$11.75	\$3.63

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Tax Facts 2021

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Massachusetts	5.00%	\$15,000	.94%-14.37%	2.42% New Employer, 7.37% Construction	\$13.50	\$5.55
Michigan	4.25%	\$9,500	0.06%-10.3%	2.7% New Employer, 6.3% New Construction	\$9.65	\$3.67***
Minnesota	6.25%	\$35,000	0.1% - 9.0%	1.10% - 9.00%*	\$10.08 (Large Employer), \$8.21 (All others)	N/A
Mississippi	3%-5%****	\$14,000	0.20%-5.60%	1.20%**	N/A	N/A
Missouri	5.4%	\$11,000	0%-9.45%	2.376%	\$10.30	\$5.15
Montana	6%	\$35,300	0.08%-6.30%	1.00% - 2.40%*	\$8.75	N/A
Nebraska	5.00%	\$9,000 for category 1-19 employers, \$24,000 for category 20 employers	0%-5.40%	1.25% - New Employer**, 5.40% Construction	\$9.00***	\$2.13***
Nevada	No state withholding	\$33,400	0.30%-5.4%	2.95%	Effective 7/1/2020 \$9.00*** for employees not offered health insurance, \$8.00 for employees offered health insurance	N/A
New Hampshire	No state withholding	\$14,000	0% - 9%	3.2%**	\$7.25	\$3.27
New Jersey	N/A	\$36,200	0.2825%-5.4%	2.6825%	\$12.00	\$4.13
New Mexico	1.7%-5.9%****	\$27,000	0.33%-6.4%	1.00% - 1.31%*	\$10.50	\$2.55
New York	9.62%	\$11,800	0.60%-7.9%	3.125%	\$12.50***, note this rate effective Dec. 31, 2020	Varies by Type of Tipped Employee***
North Carolina	5.350%	\$26,000	0.06%-5.76%	1.00%	\$7.25	\$2.13
North Dakota	1.84%	\$38,500	0.08% - 9.69%	1.02% non-construction, 9.69% Construction	\$7.25	\$4.86
Ohio	3.50%	\$9,000	0.3% - 9.3%	2.7 New Employer, 5.8% construction	\$8.80	\$4.40
Oklahoma	5.00%	\$24,000	0.3%-7.50%	1.50%	\$7.25***	\$3.625***
Oregon	8.00%	\$43,800	1.2% - 5.4%	2.60%	\$12.00 standard, \$13.25 metro, \$11.50 non-urban	N/A
Pennsylvania	3.07%	\$10,000	1.2905% - 13.8858%	3.689% non-construction, 10.2238% construction	\$7.25	\$2.83
Puerto Rico	N/A****	\$7,000	1.4%-5.4%	2.9%	\$5.08	\$2.13

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Rhode Island	5.99%	\$24,600 except those paying highest tax rate whose wage base will be \$26,100	1.20% - 9.80%	1.16%	\$11.50, effective 10/1/20	\$3.89
South Carolina	7.00%	\$14,000	0.06%-5.46%	0.55%	N/A	N/A
South Dakota	No state withholding	\$15,000	0%-9.88%	1.2%, 1.0% New Employer, 6.0%, 3.0% New Construction	\$9.45	\$4.725
Tennessee	No state withholding	\$7,000	.01%-10.0%	2.7%-5.5%*	N/A	N/A
Texas	No state withholding	\$9,000	0.31%-6.31%	2.7%**	\$7.25	\$2.13
Utah	5%	\$38,900	0.2%-7.2%	1.2% - 5.8% (7.2% for new out of state contractors)	\$7.25	\$2.13
Vermont	30% of Federal Withholding for non-periodic payments. Use the withholding tables for periodic supplemental wages.	\$14,100	0.4%-6.5%	1.0% - 5.6%*	\$11.75	\$5.88
Virginia	5.75%	\$8,000	0.33%-6.43%	2.73% In State New Employer, 6.43% Out of State Contractor**	\$7.25***	\$2.13***
Washington	No state withholding	\$56,500	0.49% - 7.73%**	Rate is 115% of average industry rate	\$13.69	N/A
West Virginia	3%-6.5%****	\$12,000	1.5%-8.5%	2.7% In-State New Employer, 8.5% Out-of- State Construction	\$8.75	\$2.62***
Wisconsin	4.00%, or 5.84%, or 6.27%, or 7.65%	\$14,000	0.0%-12.0%* range of rates can vary by small/large firms	New Employer 3.05%-3.25%, Construction, 2.90%-3.10%	\$7.25***	\$2.33***
Wyoming	No state withholding	\$27,300	.48%-10.00%	1.28% - 9.78%	\$5.15	\$2.13

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