

PAYROLL GUIDE

2011 FACT FINDER[†]

PENSION PLAN LIMITATIONS

INTERNAL REVENUE SERVICE	2011	2010	IRC REF.
Salary Deferral (pretax) Limits			
• §401(k)/§403(b)/SEP/§501(c)(18)(D)	\$ 16,500	\$ 16,500	§402(g)(1)
• SIMPLE Plans	11,500	11,500	§408(p)
• state/local govt.; tax exempts	16,500	16,500	§457
-- §401(k) catch-up contributions	5,500	5,500	§414(v)(2)(B)(i)
-- Other catch-up contributions	2,500	2,500	§414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits			
• defined benefit plans	\$ 195,000	\$ 195,000	§415(b)(1)(A)
• defined contribution plans	49,000	49,000	§415(c)(1)(A)
Compensation Limits			
• qualified plans	\$ 245,000	\$ 245,000	§401(a)(17)
• collectively bargained	245,000	245,000	§401(a)(17)
• governmental plans	360,000	360,000	§401(a)(17)
Highly Compensated Levels			
• at any time 5% owner	no limit	no limit	§414(q)(1)(A)
• any employee	\$ 110,000	\$ 110,000	§414(q)(1)(B)
• one of top-paid employees	optional	optional	§414(q)(1)(B)
Key Employee Levels			
• highly compensated employee/officer	\$ 160,000	\$ 160,000	§416(i)(1)(A)(i)
• 10 highest paid employees with largest interest	N/A	N/A	§416(i)(1)(A)(ii)
• 5% owner	no limit	no limit	§416(i)(1)(A)(iii)
• 1% owner	150,000	150,000	§416(i)(1)(A)(iv)
SEP Plans			
• mandatory plan participation	\$ 550	\$ 550	§408(k)(2)(C)
• compensation amount	245,000	245,000	§408(k)(3)(C)
-- collectively bargained	245,000	245,000	§408(k)(3)(C)
ESOP			
• threshold for exception to 5-yr. distribution requirement	\$ 985,000	\$ 985,000	§409(o)(1)(C)(ii)
• incremental amt. for distribution	195,000	195,000	§409(o)(1)(C)(ii)
Control Employees			
• private sector			
-- board or shareholder-appointed or elected official	\$ 95,000	\$ 95,000	Reg. §1.61-21(f)
-- any employee	195,000	195,000	Reg. §1.61-21(f)
• governmental employee	145,700	145,700	Reg. §1.61-21(f)

SOC. SEC. (OASDI) & MEDICARE (HI) TAX

Year	Fund	Wage Limit	Rate	Max. Tax
2011	OASDI	\$106,800	*4.20%	\$4,485.60
	OASDI	\$106,800	*6.20%	\$6,621.60
	HI	All wages	1.45%	No limit
2010	OASDI	\$106,800	6.20%	\$6,621.60
	HI	All wages	1.45%	No limit

* In 2011, the employee OASDI rate is 4.2% and the employer OASDI rate is 6.2%.

FEDERAL UNEMPLOYMENT TAX

Wage Limit	Rate	Maximum Credit	Deposit Rate
\$7,000	6.2%	5.4%	0.8%

TAX-FREE COMMUTING BENEFITS

Employee Parking	\$230 per mo.
Transit Passes/Van Pools	\$230 per mo.
Bicycle	\$ 20 per mo.

FEDERAL MILEAGE RATES

	2011	2010
Business mileage	51¢	50¢
Moving	19¢	16.5¢
Charitable	14¢	14¢
Medical	19¢	16.5¢

FEDERAL MINIMUM WAGE

\$7.25 per hour

LUXURY CAR

Vehicles not eligible for cents-per-mile rule*

If vehicle placed in service in 2011	Value cannot exceed . . .
Autos	\$15,300
Trucks and Vans	\$16,200

*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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[†] Based on info available as of February 15, 2011.



STATE UI WAGE BASE			SUPPLEMENTAL WAGE W/H RATES
STATE	2011	2010	
AL	\$ 8,000	\$ 8,000	5%
AK*	\$34,600	\$ 34,100	no state tax
AZ	\$ 7,000	\$ 7,000	same as regular wages
AR	\$12,000	\$12,000	7%
CA	\$ 7,000	\$ 7,000	6.6%, 10.23% on bonuses and options
CO	\$10,000	\$10,000	4.63%
CT	\$15,000	\$15,000	(1), 6.5% on one-time misc. payments
DE	\$10,500	\$10,500	(1)
DC	\$ 9,000	\$ 9,000	(1)
FL	\$ 7,000	\$ 7,000	no state tax
GA	\$ 8,500	\$ 8,500	2% to 6%
HI**	\$34,200	\$34,900	(1)
ID	\$33,300	\$33,300	7.8% or add to regular wages
IL*	\$12,740	\$12,520	5%
IN*	\$ 9,500	\$ 7,000	3.4%
IA*	\$24,700	\$24,500	6%
KS	\$ 8,000	\$ 8,000	5%
KY	\$ 8,000	\$ 8,000	(1)
LA	\$ 7,700	\$ 7,700	add to regular wages
ME	\$12,000	\$12,000	5%
MD	\$ 8,500	\$ 8,500	no special rate
MA	\$14,000	\$14,000	same as regular wages
MI	\$ 9,000	\$ 9,000	4.35% (4.25% after 9/30/11)
MN	\$27,000	\$27,000	6.25%
MS*	\$14,000	\$ 7,000	(1)
MO	\$13,000	\$13,000	6% or add to regular wages
MT*	\$26,300	\$26,000	6% or add to regular wages
NE	\$ 9,000	\$ 9,000	5%
NV**	\$26,600	\$27,000	no state tax
NH*	\$12,000	\$10,000	no state tax
NJ**	\$29,600	\$29,700	(1)
NM*	\$21,900	\$20,800	4.9%
NY	\$ 8,500	\$ 8,500	9.77%
NC	\$19,700	\$19,700	6% or add to regular wages
ND*	\$25,500	\$24,700	3.44% or add to regular wages
OH	\$ 9,000	\$ 9,000	3.5%
OK*	\$18,600	\$14,900	5.5%
OR*	\$32,300	\$32,100	9%
PA	\$ 8,000	\$ 8,000	3.07%
PR	\$ 7,000	\$ 7,000	no special rate
RI	\$19,000	\$19,000	5.99%
SC*	\$10,000	\$ 7,000	add to regular wages
SD*	\$11,000	\$10,000	no state tax
TN	\$ 9,000	\$ 9,000	no state tax
TX	\$ 9,000	\$ 9,000	no state tax
UT*	\$28,600	\$28,300	(1)
VT*	\$13,000	\$10,000	non-periodic, 27% of federal payment
VA	\$ 8,000	\$ 8,000	5.75%
VI	\$22,600	\$22,200	N/A
WA*	\$37,300	\$36,800	no state tax
WV	\$12,000	\$12,000	3% to 6.5%
WI*	\$13,000	\$12,000	4.6% to 7.5%
WY**	\$22,300	\$22,800	no state tax

* Increase ** Decrease
 (1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages.
 † Based on info available as of February 15, 2011.

DISABILITY WAGE BASES

2011

California	\$ 93,316
Hawaii	\$ 884.29 (weekly)
New Jersey	\$ 29,600
New York	Employee's weekly wage
Puerto Rico	\$ 9,000
Rhode Island	\$ 58,400

2010

California	\$ 93,316
Hawaii	\$ 901.70 (weekly)
New Jersey	\$ 29,700
New York	Employee's weekly wage
Puerto Rico	\$ 9,000
Rhode Island	\$ 57,900

INFORMATION AIDS

INTERNAL REVENUE SERVICE

General Info	1-800-829-4933
Forms	1-800-829-3676

Information Reporting

Hotline	1-866-455-7438
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EFTPS

Customer Service	1-800-555-4477
	1-800-945-8400

Internet Homepage

<http://www.irs.gov>

SOCIAL SECURITY ADMINISTRATION

General Info	1-800-772-1213
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Wage Reporting

Questions	1-800-772-6270
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Electronic W-2

Reporting	1-888-772-2970
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Internet Homepage

<http://www.ssa.gov>

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