

2009 Tax Facts

PENSION PLAN LIMITATIONS			
Internal Revenue Service	2009	2008	IRC ref.
Salary Deferral (pretax) Limits			
• §401(k)/§403(b)/SEP/ §501(c)(18)(D)	\$16,500	\$15,500	§402(g)(1)
• SIMPLE Plans	\$11,500	\$10,500	§408 (p)(2)(E)
• state/local gov't; tax exempts	\$16,500	\$15,500	§457 (e)(15)
§401 (k) catch-up contributions	\$5,500	\$5,000	§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	\$185,000	§415(b)(1)(A)
• defined contribution plans	\$49,000	\$46,000	§415(c)(1)(A)
Compensation Limits			
• qualified plans	\$245,000	\$230,000	§401 (a) (17)
• collectively bargained	\$245,000	\$230,000	§401 (a) (17)
• governmental plans	\$360,000	\$345,000	§401 (a) (17)
Highly Compensated Levels			
• at any time 5 % owner	no limit	no limit	§414(q)(1)(A)
• any employee	\$110,000	\$105,000	§414(q)(1)(B)
• one of top-paid employees	optional	optional	§414(q)(1)(B)
Key Employee Levels			
• highly compensated employee/officer	\$160,000	\$150,000	§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			§416(i)(1) (A) (iv)
SEP Plans			
• mandatory plan participation	\$550	\$500	§408(k)(2)(C)
• compensation amount	\$245,000	\$230,000	§408 (k) (3) (C)
— collectively bargained	\$245,000	\$230,000	§408(k)(3)(C)
ESOP			
• threshold for exception to 5-yr. distribution requirement	\$985,000	\$935,000	§409(o)(1)(C)(ii)
• incremental amt. for distribution	\$195,000	\$185,000	§409(o)(1)(C)(ii)
Control Employees			
• private sector			
— board or shareholder-appointed or elected official	\$95,000	\$90,000	Reg. §1.61-21 (f)
— any employee	\$195,000	\$185,000	Reg. §1.61-21 (f)
• governmental employee			Reg. §1.61-21 (f)

SOC. SEC. (OASDI) & MEDICARE (HI) TAX				
Year	Fund	Wage Limit	Rate	Max Tax
2009	OASDI	\$106,800	6.20%	\$6,621.60
	HI	All Wages	1.45%	No Limit
2008	OASDI	\$102,000	6.20%	\$6,324.00
	HI	All Wages	1.45%	No Limit

FEDERAL UNEMPLOYMENT TAX			
Wage Limit	Rate	Maximum Credit	Deposit Rate
\$7,000.00	6.20%	5.40%	0.80%

TAX-FREE COMMUTING BENEFITS	
Employee Parking	\$230 per month
Transit Passes	\$120 per month
Van Pools	\$120 per month

FEDERAL MILEAGE RATES		
	2009	2008
Business Mileage	\$0.550	0.505 / .585 (Jul 1)
Relocation	\$0.240	0.19 / .27 (Jul 1)
Charitable	\$0.140	\$0.140
Medical	\$0.240	0.19 / .27 (Jul 1)

FEDERAL MINIMUM WAGE
\$6.55 per hour (Jul 24 2008) / \$7.25 per hour (Jul 24 2009)

LUXURY CAR Vehicles not eligible for Cents-Per-Mile rule*	
If car placed in service in...	Value cannot exceed...
2009	\$15,000.00
2008	\$15,000.00
* 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.	

2009 Tax Facts

State Unemployment Wage Bases 2009			Supp. Rates
State	2009	2008	2009
AL	\$ 8,000.00	\$ 8,000.00	5%
AK	\$ 32,700.00	\$ 31,300.00	N/A
AZ	\$ 7,000.00	\$ 7,000.00	Follows Fed
AR	\$ 10,000.00	\$ 10,000.00	7%
CA	\$ 7,000.00	\$ 7,000.00	6%
CO	\$ 10,000.00	\$ 10,000.00	4.63%
CT	\$ 15,000.00	\$ 15,000.00	(1)
DE	\$ 10,500.00	\$ 10,500.00	(1)
DC	\$ 9,000.00	\$ 9,000.00	(1)
FL	\$ 7,000.00	\$ 7,000.00	N/A
GA	\$ 8,500.00	\$ 8,500.00	2% to 6%
HI	\$ 13,000.00	\$ 13,000.00	(1)
ID	\$ 33,200.00	\$ 32,200.00	7.80%
IL	\$ 12,300.00	\$ 12,000.00	3%
IN	\$ 7,000.00	\$ 7,000.00	3.40%
IA	\$ 23,700.00	\$ 22,800.00	6%
KS	\$ 8,000.00	\$ 8,000.00	5%
KY	\$ 8,000.00	\$ 8,000.00	6%
LA	\$ 7,000.00	\$ 7,000.00	Follows Fed
ME	\$ 12,000.00	\$ 12,000.00	5%
MD	\$ 8,500.00	\$ 8,500.00	4.75%
MA	\$ 14,000.00	\$ 14,000.00	5.3%
MI	\$ 9,000.00	\$ 9,000.00	4.35%
MN	\$ 26,000.00	\$ 25,000.00	6.25%
MS	\$ 7,000.00	\$ 7,000.00	(1)
MO	\$ 12,500.00	\$ 12,000.00	6%
MT	\$ 25,100.00	\$ 23,800.00	6%
NE	\$ 9,000.00	\$ 9,000.00	5%
NV	\$ 26,600.00	\$ 25,400.00	N/A
NH	\$ 8,000.00	\$ 8,000.00	N/A
NJ	\$ 28,900.00	\$ 27,700.00	(1)
NM	\$ 20,900.00	\$ 19,900.00	4.90%
NY	\$ 8,500.00	\$ 8,500.00	8.20%
NC	\$ 19,300.00	\$ 18,600.00	6%
ND	\$ 23,700.00	\$ 22,100.00	3.92%
OH	\$ 9,000.00	\$ 9,000.00	3.50%
OK	\$ 14,200.00	\$ 13,600.00	5.50%
OR	\$ 31,300.00	\$ 30,200.00	9%
PA	\$ 8,000.00	\$ 8,000.00	3.07%
RI	\$ 18,000.00	\$ 14,000.00	7%
SC	\$ 7,000.00	\$ 7,000.00	7%
SD	\$ 9,500.00	\$ 9,000.00	N/A
TN	\$ 7,000.00	\$ 7,000.00	N/A
TX	\$ 9,000.00	\$ 9,000.00	N/A
UT	\$ 27,800.00	\$ 26,700.00	(1)
VT	\$ 8,000.00	\$ 8,000.00	7.20%
VA	\$ 8,000.00	\$ 8,000.00	5.75%
WA	\$ 35,700.00	\$ 34,000.00	N/A
WV	\$ 8,000.00	\$ 8,000.00	3% to 6.5%
WI	\$ 12,000.00	\$ 10,500.00	4.6% to 6.75%
WY	\$ 21,500.00	\$ 20,100.00	N/A

DISABILITY WAGE BASES			
	2009	2008	
California	\$90,669		\$86,698
Hawaii	Employee's weekly wage		Employee's weekly wage
New Jersey	\$28,900		\$27,700
New York	Employee's weekly wage		Employee's weekly wage
Rhode Island	\$56,000		\$54,400

INFORMATION AIDS	
Internal Revenue Service	
General Info	1-800-829-1040
Forms	1-800-829-3676
Information Reporting	
Hotline	1-866-455-7438
EFTPS	
Customer Service	1-800-555-4477
Batch Provider Customer Service	1-800-945-0966
Internet HomePage	http://www.eftps.gov
Internet HomePage	http://www.irs.gov
Social Security Administration	
General Info	1-800-772-1213
Employer Reporting Service Center	1-800-772-6270
Internet HomePage	http://www.ssa.gov
US Citizenship & Immigration Services	
Internet HomePage	http://uscis.gov
US Department of Labor	
Internet HomePage	http://www.dol.gov/
American Payroll Association	
Internet HomePage	http://www.americanpayroll.org

* Bold indicates increase / italics indicates decrease

(1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages

2009 Tax Facts

State Minimum Wage Rates 2009		
State	2009	2008
AL		\$ 6.55
AK		\$ 7.15
AZ	\$ 7.25	\$ 6.90
AR		\$ 6.25
CA		\$ 8.00
CO	\$ 7.28	\$ 7.02
CT	\$ 8.00	\$ 7.65
DE		\$ 7.15
DC		\$ 7.55
FL	\$ 7.21	\$ 6.79
GA		\$ 6.55
HI		\$ 7.25
ID		\$ 6.55
IL		\$ 7.75
IN		\$ 6.55
IA		\$ 7.25
KS		\$ 2.65
KY		\$ 6.55
LA		\$ 6.55
ME		\$ 7.25
MD		\$ 6.55
MA		\$ 8.00
MI		\$ 7.40
MN		\$ 6.15
MS		\$ 6.55
MO	\$ 7.05	\$ 6.65
MT	\$ 6.90	\$ 6.55
NE		\$ 6.55
NV		\$ 6.85
NH		\$ 7.25
NJ		\$ 7.15
NM	\$ 7.50	\$ 6.50
NY		\$ 7.15
NC		\$ 6.55
ND		\$ 6.55
OH	\$ 7.30	\$ 7.00
OK		\$ 6.55
OR	\$ 8.40	\$ 7.95
PA		\$ 7.15
RI		\$ 7.40
SC		\$ 6.55
SD		\$ 6.55
TN		\$ 6.55
TX		\$ 6.55
UT		\$ 6.55
VT	\$ 8.06	\$ 7.68
VA		\$ 6.55
WA	\$ 8.55	\$ 8.07
WV		\$ 7.25
WI		\$ 6.50
WY		\$ 5.15

Federal Minimum Wage Rates 2009	
1/1/2008	5.85
7/24/2008	6.55
7/24/2009	7.25

* **Bold** indicates increase / *italics* indicates decrease

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