

# 2011 Tax Facts

PENSION PLAN LIMITATIONS			
Internal Revenue Service	2011	2010	IRC ref.
<b>Salary Deferral (pretax) Limits</b>			
• §401(k)/§403(b)/SEP/ §501(c)(18)(D)	\$16,500	\$16,500	§402(g)(1)
• SIMPLE Plans	\$11,500	\$11,500	§408 (p)(2)(E)
• state/local gov't; tax exempts	\$16,500	\$16,500	§457 (e)(15)
§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)
<b>Section 415 Annual Benefits Limits</b>			
• defined benefit plans	\$195,000	\$195,000	§415(b)(1)(A)
• defined contribution plans	\$49,000	\$49,000	§415(c)(1)(A)
<b>Compensation Limits</b>			
• 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)
<b>Highly Compensated Levels</b>			
• 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)
<b>Key Employee Levels</b>			
• 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			§416(i)(1) (A) (iv)
<b>SEP Plans</b>			
• 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)
<b>ESOP</b>			
• 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)
<b>Control Employees</b>			
• 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			Reg. §1.61-21 (f)

SOCIAL SECURITY (OASDI) & MEDICARE (HI) TAX				
Year	Fund	Wage Limit	Rate	Max Tax
<b>2011</b>	EE OASDI	\$106,800	4.20%	\$4,485.60
	ER OASDI	\$106,800	6.20%	\$6,621.60
	EE HI	All Wages	1.45%	No Limit
	ER HI	All Wages	1.45%	No Limit
<b>2010</b>	EE & ER OASDI	\$106,800	6.20%	\$6,621.60
	EE & ER 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		
	2011	2010
Employee Parking	\$230 per month	\$230 per month
Transit Passes	\$230 per month	\$230 per month
Van Pools	\$230 per month	\$230 per month

FEDERAL MILEAGE RATES		
	2011	2010
Business Mileage	\$0.510	\$0.500
Relocation	\$0.190	\$0.165
Charitable	\$0.140	\$0.140
Medical	\$0.190	\$0.165

FEDERAL MINIMUM WAGE
\$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...	
<b>2011</b>	\$15,300.00	for cars
	\$16,200.00	for trucks
	XXX	for SUV
	XXX	for Fleet - Luxury Car
	XXX	for Fleet - SUV
<b>2010</b>	\$15,300.00	for cars
	\$16,000.00	for trucks
	\$16,000.00	for SUV
	\$20,300.00	for Fleet - Luxury Car
	\$21,000.00	for Fleet - SUV

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.

# 2011 Tax Facts

State Unemployment Wage Bases 2011			Supp. Rates
State	2011	2010	2011
AL	\$ 8,000.00	\$ 8,000.00	5.00%
<b>AK</b>	<b>\$ 34,600.00</b>	\$ 34,100.00	N/A
AZ	\$ 7,000.00	\$ 7,000.00	Follows Fed
AR	\$ 12,000.00	\$ 12,000.00	7.00%
CA	\$ 7,000.00	\$ 7,000.00	6.60%
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	\$ 34,200.00	\$ 34,900.00	(1)
ID	\$ 33,300.00	\$ 33,300.00	7.80%
<b>IL</b>	<b>\$ 12,740.00</b>	\$ 12,520.00	3.00%
<b>IN</b>	<b>\$ 9,500.00</b>	\$ 7,000.00	3.40%
<b>IA</b>	<b>\$ 24,700.00</b>	\$ 24,500.00	6.00%
KS	\$ 8,000.00	\$ 8,000.00	5.00%
KY	\$ 8,000.00	\$ 8,000.00	(1)
LA	\$ 7,700.00	\$ 7,700.00	Follows Fed
ME	\$ 12,000.00	\$ 12,000.00	5.00%
MD	\$ 8,500.00	\$ 8,500.00	4.75%
MA	\$ 14,000.00	\$ 14,000.00	5.30%
MI	\$ 9,000.00	\$ 9,000.00	4.35%
MN	\$ 27,000.00	\$ 27,000.00	6.25%
<b>MS</b>	<b>\$ 14,000.00</b>	\$ 7,000.00	(1)
MO	\$ 13,000.00	\$ 13,000.00	6.00%
<b>MT</b>	<b>\$ 26,300.00</b>	\$ 26,000.00	6.00%
NE	\$ 9,000.00	\$ 9,000.00	5.00%
NV	\$ 26,600.00	\$ 27,000.00	N/A
<b>NH</b>	<b>\$ 12,000.00</b>	\$ 10,000.00	N/A
NJ	\$ 29,600.00	\$ 29,700.00	(1)
<b>NM</b>	<b>\$ 21,900.00</b>	\$ 20,800.00	4.90%
NY	\$ 8,500.00	\$ 8,500.00	9.77%
NC	\$ 19,700.00	\$ 19,700.00	6.00%
<b>ND</b>	<b>\$ 25,500.00</b>	\$ 24,700.00	3.44%
OH	\$ 9,000.00	\$ 9,000.00	3.50%
<b>OK</b>	<b>\$ 18,600.00</b>	\$ 14,900.00	5.50%
<b>OR</b>	<b>\$ 32,300.00</b>	\$ 32,100.00	9.00%
PA	\$ 8,000.00	\$ 8,000.00	3.07%
RI	\$ 19,000.00	\$ 19,000.00	5.99%
<b>SC</b>	<b>\$ 10,000.00</b>	\$ 7,000.00	7.00%
<b>SD</b>	<b>\$ 11,000.00</b>	\$ 10,000.00	N/A
TN	\$ 9,000.00	\$ 9,000.00	N/A
TX	\$ 9,000.00	\$ 9,000.00	N/A
<b>UT</b>	<b>\$ 28,600.00</b>	\$ 28,300.00	(1)
<b>VT</b>	<b>\$ 13,000.00</b>	\$ 10,000.00	7.20%
VA	\$ 8,000.00	\$ 8,000.00	5.75%
<b>WA</b>	<b>\$ 37,300.00</b>	\$ 36,800.00	N/A
WV	\$ 12,000.00	\$ 12,000.00	3% to 6.5%
<b>WI</b>	<b>\$ 13,000.00</b>	\$ 12,000.00	4.6% to 7.75%
WY	\$ 22,300.00	\$ 22,800.00	N/A

DISABILITY WAGE BASES		
	2011	2010
California	\$93,316.00	\$93,316.00
Hawaii	\$884.29 Weekly	\$901.7 Weekly
New Jersey	\$29,600.00	\$29,700.00
New York *	None	None
<b>Rhode Island</b>	<b>\$58,400.00</b>	\$57,900.00

\* Max Tax Per Week \$.60

INFORMATION AIDS	
<b>Internal Revenue Service</b>	
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	<a href="http://www.eftps.gov">http://www.eftps.gov</a>
Internet HomePage	<a href="http://www.irs.gov">http://www.irs.gov</a>
<b>Social Security Administration</b>	
General Info	1-800-772-1213
Employer Reporting Service Center	1-800-772-6270
Internet HomePage	<a href="http://www.ssa.gov">http://www.ssa.gov</a>
<b>US Citizenship &amp; Immigration Services</b>	
Internet HomePage	1-800-357-2099 <a href="http://uscis.gov">http://uscis.gov</a>
<b>US Department of Labor</b>	
Internet HomePage	1-866-487-2365 <a href="http://www.dol.gov/">http://www.dol.gov/</a>
<b>American Payroll Association</b>	
Internet HomePage	1-210-226-4600 (SA Office) <a href="http://www.americanpayroll.org">http://www.americanpayroll.org</a>
<b>U.S Immigration &amp; Customs Enforcement</b>	
Internet HomePage	<a href="http://www.ice.gov">http://www.ice.gov</a>
<b>Office of Child Support Enforcement</b>	
Internet HomePage	<a href="http://www.acf.dhhs.gov/programs/cse">http://www.acf.dhhs.gov/programs/cse</a>
<b>Department of Health &amp; Human Services</b>	
Internet HomePage	<a href="http://www.dhhs.gov">http://www.dhhs.gov</a>

\* Bold indicates increase / italics indicates decrease

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

# 2011 Tax Facts

State Minimum Wage Rates 2011			
State	2011	2010	
AL		\$	7.25
AK		\$	7.75
<b>AZ</b>	<b>\$ 7.35</b>	\$	7.25
AR		\$	6.25
CA		\$	8.00
<b>CO</b>	<b>\$ 7.36</b>	\$	7.24
CT		\$	8.25
DE		\$	7.25
DC		\$	8.25
FL	\$ 7.25	\$	7.25
GA		\$	5.15
HI		\$	7.25
ID		\$	7.25
IL		8.25 (Jul 1)	
IN		\$	7.25
IA		\$	7.25
KS		\$	7.25
KY		\$	7.25
LA		\$	7.25
ME		\$	7.50
MD		\$	7.25
MA		\$	8.00
MI		\$	7.40
MN		\$	6.15
MS		\$	7.25
MO	\$ 7.25	\$	7.25
<b>MT</b>	<b>\$ 7.35</b>	\$	7.25
NE		\$	7.25
NV		8.25 (Jul 1)	
NH		\$	7.25
NJ		\$	7.25
NM		\$	7.50
NY		\$	7.25
NC		\$	7.25
ND		\$	7.25
<b>OH</b>	<b>\$ 7.40</b>	\$	7.30
OK		\$	7.25
<b>OR</b>	<b>\$ 8.50</b>	\$	8.40
PA		\$	7.25
RI		\$	7.40
SC		\$	7.25
SD		\$	7.25
TN		\$	7.25
TX		\$	7.25
UT		\$	7.25
<b>VT</b>	<b>\$ 8.15</b>	\$	8.06
VA		\$	7.25
<b>WA</b>	<b>\$ 8.67</b>	\$	8.55
WV		\$	7.25
WI		\$	7.25
WY		\$	5.15

Federal Minimum Wage Rates 2011	
1/1/2008	5.85
7/24/2008	6.55
7/24/2009	7.25

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