

# PAYROLL GUIDE

## 2009 FACT FINDER

### PENSION PLAN LIMITATIONS

INTERNAL REVENUE SERVICE	2009	2008	IRC REF.
<b>Salary Deferral (pretax) Limits</b>			
• §401(k)/§403(b)/SEP/§501(c)(18)(D)	\$ 16,500	\$ 15,500	§402(g)(1)
• SIMPLE Plans	11,500	10,500	§408(p)
• state/local govt.; tax exempts	16,500	15,500	§457
-- §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)
<b>Section 415 Annual Benefits Limits</b>			
• defined benefit plans	\$ 195,000	\$ 185,000	§415(b)(1)(A)
• defined contribution plans	49,000	46,000	§415(c)(1)(A)
<b>Compensation Limits</b>			
• 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)
<b>Highly Compensated Levels</b>			
• 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)
<b>Key Employee Levels</b>			
• 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	50,000	150,000	§416(i)(1)(A)(iv)
<b>SEP Plans</b>			
• 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)
<b>ESOP</b>			
• 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)
<b>Control Employees</b>			
• 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	143,500	139,600	Reg. §1.61-21(f)

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### 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	6.2%	5.4%	0.8%

### TAX-FREE COMMUTING BENEFITS

Employee Parking	\$230 per mo.
Transit Passes/Van Pools	\$230 per mo. (Mar-Dec 2009)
Transit Passes/Van Pools	\$120 per mo. (Jan/Feb 2009)
Bicycle	\$ 20 per mo.

### FEDERAL MILEAGE RATES

	2009	July 2008
Business mileage	\$0.55	\$0.585
Relocation	\$0.24	\$0.27
Charitable	\$0.14	\$0.14
Medical	\$0.24	\$0.27

### FEDERAL MINIMUM WAGE

\$6.55 per hour (\$7.25, effective July 24, 2009)

### LUXURY CAR

Vehicles not eligible for Cents-Per-Mile rule\*

If vehicle placed in service in 2009	Value cannot exceed . . .
Autos	\$15,000
Trucks and Vans	\$15,200

\*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.



STATE UI WAGE BASE			SUPPLEMENTAL WAGE W/H RATES
STATE	2009	2008	2009
AL	\$ 8,000	\$ 8,000	5%
AK	\$32,700	\$ 31,300 *	no state tax
AZ	\$ 7,000	\$ 7,000	% of fed w/h amt.
AR	\$10,000	\$10,000	7%
CA	\$ 7,000	\$ 7,000	6%, 9.3% on options
CO	\$10,000	\$10,000	4.63%
CT	\$15,000	\$15,000	(1)
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	\$13,000	\$13,000	(1)
ID	\$33,200	\$32,200 *	7.8%
IL	\$12,300	\$12,000 *	3%
IN	\$ 7,000	\$ 7,000	3.4%
IA	\$23,700	\$22,800 *	6%
KS	\$ 8,000	\$ 8,000	5%
KY	\$ 8,000	\$ 8,000	(1)
LA	\$ 7,000	\$ 7,000	no special rate
ME	\$12,000	\$12,000	5%
MD	\$ 8,500	\$ 8,500	no special rate
MA	\$14,000	\$14,000	no special rate
MI	\$ 9,000	\$ 9,000	4.35%
MN	\$26,000	\$25,000 *	6.25%
MS	\$ 7,000	\$ 7,000	(1)
MO	\$12,500	\$12,000 *	6%
MT	\$25,100	\$23,800 *	6%
NE	\$ 9,000	\$ 9,000	5%
NV	\$26,600	\$25,400 *	no state tax
NH	\$ 8,000	\$ 8,000	no state tax
NJ	\$28,900	\$ 27,700 *	(1)
NM	\$20,900	\$19,900 *	4.9%
NY	\$ 8,500	\$ 8,500	7.35%
NC	\$19,300	\$18,600 *	6%
ND	\$23,700	\$22,100 *	3.92%
OH	\$ 9,000	\$ 9,000	3.5%
OK	\$14,200	\$13,600 *	5.5%
OR	\$31,300	\$30,200 *	9%
PA	\$ 8,000	\$ 8,000	3.07%
PR	\$ 7,000	\$ 7,000	no special rate
RI	\$18,000	\$14,000 *	7%
SC	\$ 7,000	\$ 7,000	like regular wages
SD	\$ 9,500	\$ 9,000 *	no state tax
TN	\$ 7,000	\$ 7,000	no state tax
TX	\$ 9,000	\$ 9,000	no state tax
UT	\$27,800	\$26,700 *	(1)
VT	\$ 8,000	\$ 8,000	7.2%; 9.5% (if fed rate 35%)
VA	\$ 8,000	\$ 8,000	5.75%
VI	\$22,100	\$21,800 *	N/A
WA	\$35,700	\$34,000 *	no state tax
WV	\$ 8,000	\$ 8,000	3% to 6.5%
WI	\$12,000	\$10,500 *	4.6% to 6.75%
WY	\$21,500	\$20,100 *	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 Feb. 27, 2009.

### DISABILITY WAGE BASES

#### 2009

California	\$ 90,669
Hawaii	\$ 877.69 (weekly)
New Jersey	\$ 28,900
New York	Employee's weekly wage
Puerto Rico	\$ 9,000
Rhode Island	\$ 56,000

#### 2008

California	\$ 86,698
Hawaii	\$ 842.56 (weekly)
New Jersey	\$ 27,700
New York	Employee's weekly wage
Puerto Rico	\$ 9,000
Rhode Island	\$ 54,400

### INFORMATION AIDS

#### INTERNAL REVENUE SERVICE

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

#### Information Reporting

Hotline 1-866-455-7438

#### 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

#### Wage Reporting

Questions 1-800-772-6270

#### Electronic W-2

Reporting 1-888-772-2970

#### Internet Homepage

<http://www.ssa.gov>

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