

## 2021 Payroll Wage & Tax Facts

### FEDERAL

#### Agency Websites:

Internal Revenue Service: [www.irs.gov](http://www.irs.gov)  
 Social Security Admin: [www.ssa.gov](http://www.ssa.gov)  
 U.S. Dept of Labor: [www.dol.gov](http://www.dol.gov)

**Minimum Wage:** \$7.25 per hour

#### New W-4 Form

<https://www.irs.gov/pub/irs-pdf/fw4.pdf>

#### Supplemental Wage & Bonus Rates

<https://www.irs.gov/pub/irs-dft/p15t--dft.pdf>

#### Federal Withholding - IRS Pub. 15 (Circular E)

Refer to IRS Publication 15, (Circular E)  
<https://www.irs.gov/pub/irs-dft/p15t--dft.pdf>

#### FICA/Social Security (OASDI) Tax

Maximum Taxable Earnings \$148,800.00

ER Deduction 6.20%

EE Deduction 6.20%

Maximum Deduction \$ 8,853.60

#### FICA/Medicare Tax

Maximum Taxable Earnings No Limit  
 Maximum Deduction No Limit

ER/EE Deduction (Unchanged from 2020) 1.45%

Additional Medicare Tax Withholding on Wages > \$200,000 (no ER match) 0.90%

#### FUTA (Employer Paid)

Maximum Taxable Earnings \$ 7,000.00

ER Deduction 0.60%

#### 401(K), 403(b), or 457(b) Plans

Contribution Limit (no change from 2020) \$19,500.00

\$6,500 Additional deferral for ages 50+ \$26,000.00

#### SIMPLE IRA Plans

Contribution Limit \$13,500.00  
 \$3,000 Additional deferral for ages 50+ \$16,500.00

### TEXAS

#### Agency Websites:

Texas Workforce Commission [www.twc.texas.gov](http://www.twc.texas.gov)

**Minimum Wage:** \$7.25 per hour

#### Supplemental Wage & Bonus Rates

None

#### State Income Tax

Wage Withholding None  
 Disability Insurance EE Deduction None

#### Unemployment Insurance

Maximum Taxable Earnings: (Unchanged from 2020) \$ 9,000.00

EE Deduction None

Standard New Employer Rate 2.70%  
 Voluntary Contribution Permitted Yes

Employer Tax Rates 0.31-6.31%

#### IRS Standard Mileage (Updated in December)

Business Miles Driven (decreased from 2020) 56.0 cents

Medical/Moving Purposes (decreased from 2020) 16.0 cents

Service of Charitable Organizations 14.0 cents