

2021 Payroll Wage & Tax Facts

FEDERAL

Agency Websites:

Internal Revenue Service: www.irs.gov
 Social Security Admin: www.ssa.gov
 U.S. Dept of Labor: www.dol.gov

Minimum Wage: \$7.25 per hour

New Form W-4

<https://www.irs.gov/pub/irs-pdf/p15.pdf>

Federal Withholding - IRS Pub. 15 (Circular E)

Refer to IRS Publication 15, (Circular E)
<https://www.irs.gov/pub/irs-pdf/p15.pdf>

FUTA (Employer Paid)

Maximum Taxable Earnings	\$7,000.00
ER Deduction	0.60%

FICA/Social Security (OASDI) Tax

Maximum Taxable Earnings	\$142,800.00
ER Deduction (Unchanged from 2020)	6.20%
EE Deduction (Unchanged from 2020)	6.20%
Maximum Deduction	\$8,853.60

FICA/Medicare Tax

Maximum Taxable Earnings	No Limit
Maximum Deduction	No Limit
Additional Medicare Tax Withholding on Wages > \$200,000 (no ER match)	0.90%
ER/EE Deduction (Unchanged from 2020)	1.45%

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

Contribution Limit	\$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

CALIFORNIA

Agency Websites:

Franchise Tax Board: www.ftb.ca.gov
 Employment Development Dept: www.edd.ca.gov

Minimum Wage (1-25 Employees):	\$13.00 per hour
Minimum Wage (26+ Employees):	\$14.00 per hour

California Withholding Allowance Certificate

https://www.edd.ca.gov/pdf_pub_ctr/de4.pdf

Supplemental Wage & Bonus Rates

Rate of 6.6% except 10.23% for bonuses and earnings from stock options (unchanged from 2020)

State Income Tax - EDD Pub. DE 44

Wage Withholding:	Refer to Table
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Unemployment Insurance

Maximum Taxable Earnings:	\$7,000.00
Employer Tax Rates (plus 0.001% ETT)	1.5-6.2%
Standard New Employer Rate (plus 0.1% ETT)	3.40%
EE Deduction	None

State Disability Insurance

Maximum Taxable Earnings (increased from 2020)	\$128,298.00
ER Contribution/Deduction	None
EE Deduction	1.20%
Maximum Deduction (Increased from 2020)	\$1,539.58

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