

**2020 LIMIT / WAGE BASE WORKSHEET**

<b>FEDERAL INFORMATION</b>		<b>Transportation Benefits</b>		<b>UI State Wage Base (cont)</b>	
Minimum Wage	\$7.25	Qualified Parking	\$270	Minnesota	\$35,000
Federal Contracts Minimum Wage	\$10.80	Transit Pass	\$270	Mississippi	\$14,000
Maximum Tip Credit	\$5.12	Per Diem Rate – High Cost	\$297	Missouri	\$11,500
		Per Diem Rate – Low Cost	\$200	Montana	\$34,100
Social Security Wage Base	\$137,700			Nebraska**	\$9,000
Social Security Rate (EE & ER)	6.20%	<b>Annual 401K Plan Limits</b>		Nevada	\$32,500
Medicare Wage Base No Limit	No Limit	401k Elective Deferrals	\$19,500	New Hampshire	\$14,000
Medicare Rate (EE & ER)	1.45%	Defined Contribution	\$57,000	New Jersey	\$35,300
Medicare Rate > \$200,000 (EE Only)	2.35%	Compensation	\$285,000	New Mexico	\$25,800
		Catch-Up Contributions	\$6,500	New York	\$11,600
		Highly Compensated Employees	\$130,000	North Carolina	\$25,200
<b>FICA THRESHOLD</b>				North Dakota	\$37,900
Election Workers	\$1,900	<b>Non-401k Related Limits</b>		Ohio	\$9,000
Domestic Employees	\$2,200	403(b)/457 Elective Deferrals	\$19,500	Oklahoma	\$18,700
		SIMPLE Employee Deferrals	\$13,500	Oregon	\$42,100
FUTA Wage Base	\$7,000	SIMPLE Catch-Up Deferrals	\$3,000	Pennsylvania	\$10,000
FUTA Effective Rate*	0.60%	SEP Minimum Compensation	\$600	Puerto Rico	\$7,000
*FUTA Rate unless credit reduction		SEP Compensation	\$285,000	Rhode Island*	\$24,000
Foreign Earned Income Exclusion	\$107,600			South Carolina	\$14,000
Adoption Assistance	\$14,300	<b>UI State Wage Base</b>		South Dakota	\$15,000
FSA Contribution Limit Medical	\$2,750	Alabama	\$8,000	Tennessee	\$7,000
Dependent Care Assistance	\$5,000	Alaska	\$41,500	Texas	\$9,000
		Arizona	\$7,000	Utah	\$36,600
<b>HSA Contribution Limit Employee and</b>		Arkansas	\$7,000	Vermont	\$16,100
Individual	\$3,550.00	California	\$7,000	Virgin Islands	\$28,900
Family	\$7,100.00	Colorado	\$13,600	Virginia	\$8,000
Catch-Up (age 55 or older)	\$1,000	Connecticut	\$15,000	Washington	\$52,700
		Delaware	\$16,500	West Virginia	\$12,000
<b>HDHP Min Ded/Max Out-of-Pocket</b>		District of Columbia	\$9,000	Wisconsin	\$14,000
Individual	\$1,400 / \$6,900	Florida	\$7,000	Wyoming	\$26,400
Family	\$2,800 / \$13,800	Georgia	\$9,500		
		Hawaii	\$48,100		**NE highest UI tax rate group is \$24,000
		Idaho	\$41,600		*RI highest UI tax rate group is \$25,500
<b>Medical Savings Account (MSA)</b>		Illinois	\$12,740	<b>Legal Banking Holidays</b>	
<b>Single</b>		Indiana	\$9,500	New Year's Day Wednesday	01/01/2020
Deductible	\$2,350 - \$3,550	Iowa	\$31,600	Martin Luther King Jr Monday	01/20/2020
Max Out-of-Pocket Expense	\$4,750	Kansas	\$14,000	Presidents Day Monday	02/17/2020
<b>Family</b>		Kentucky	\$10,800	Memorial Day Monday	05/25/2020
Deductible	\$4,750 - \$7,100	Louisiana	\$7,700	Independence Day Friday	07/03/2020
Max Out-of-Pocket Expense	\$8,650	Maine	\$12,000	Labor Day Monday	09/07/2020
		Maryland	\$8,500	Columbus Day Monday	10/12/2020
<b>Mileage Rates</b>		Massachusetts	\$15,000	Veteran's Day Wednesday	11/11/2020
Standard Business	\$0.575	Michigan*	\$9,000	Thanksgiving Day Thursday	11/26/2020
Moving (Military Expense Only)	\$0.17			Christmas Day Friday	12/25/2020
Charitable	\$0.14				
		*MI - delinquent employers \$	\$9,500		



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DISCLAIMER: This information is intended to be guidelines only and not to be considered advice and believe to be accurate as of revision date. Please note that not all states follow Federal rules and regulations.