

2021 LIMIT / WAGE BASE WORKSHEET

FEDERAL INFORMATION		Transportation Benefits		UI State Wage Base (cont)	
Minimum Wage	\$7.25	Qualified Parking	\$270	Minnesota	
Federal Contracts Minimum Wage	\$10.95	Transit Pass	\$270	Mississippi	\$14,000
Maximum Tip Credit	\$5.12	Per Diem Rate – High Cost	\$292	Missouri	\$11,000
		Per Diem Rate – Low Cost	\$198	Montana	\$35,300
Social Security Wage Base	\$142,800			Nebraska**	\$9,000
Social Security Rate (EE & ER)	6.20%	Annual 401K Plan Limits		Nevada	\$33,400
Medicare Wage Base No Limit	No Limit	401k Elective Deferrals	\$19,500	New Hampshire	\$14,000
Medicare Rate (EE & ER)	1.45%	Defined Contribution	\$58,000	New Jersey	\$36,200
Medicare Rate > \$200,000 (EE Only)	2.35%	Compensation	\$290,000	New Mexico	\$27,000
		Catch-Up Contributions	\$6,500	New York	\$11,800
		Highly Compensated Employees	\$130,000	North Carolina	\$26,000
FICA THRESHOLD				North Dakota	
Election Workers		Non-401k Related Limits		Ohio	\$9,000
Domestic Employees		403(b)/457 Elective Deferrals	\$19,500	Oklahoma	\$24,000
FUTA Wage Base	\$7,000	SIMPLE Employee Deferrals	\$13,500	Oregon	
FUTA Effective Rate*	0.60%	SIMPLE Catch-Up Deferrals	\$3,000	Pennsylvania	\$10,000
*FUTA Rate unless credit reduction		SEP Minimum Compensation	\$650	Puerto Rico	
Foreign Earned Income Exclusion	\$108,700	SEP Compensation	\$290,000	Rhode Island*	
Adoption Assistance	\$14,440	UI State Wage Base	WageBase	South Carolina	\$14,000
FSA Contribution Limit Medical	\$2,750	Alabama	\$8,000	South Dakota	\$15,000
Dependent Care Assistance	\$5,000	Alaska		Tennessee	
		Arizona	\$7,000	Texas	\$9,000
HSA Contribution Limit Employee and		Arkansas	\$10,000	Utah	\$38,900
Individual	\$3,600.00	California	\$7,000	Vermont	\$14,100
Family	\$7,200.00	Colorado	\$13,600	Virgin Islands	
Catch-Up (age 55 or older)	\$1,000	Connecticut	\$15,000	Virginia	\$8,000
		Delaware		Washington	\$56,500
HDHP Min Ded/Max Out-of-Pocket		District of Columbia	\$9,000	West Virginia	\$12,000
Individual	\$1,400 / \$7,000	Florida	\$7,000	Wisconsin	\$14,000
Family	\$2,800 / \$14,000	Georgia	\$9,500	Wyoming	\$27,300
		Hawaii		**NE highest UI tax rate group is \$	
Medical Savings Account (MSA)		Idaho		*RI highest UI tax rate group is \$	
Single		Illinois		Legal Banking Holidays	
Deductible	\$2,400 - \$3,600	Indiana	\$9,500	New Year's Day Friday	01/01/2021
Max Out-of-Pocket Expense	\$4,800	Iowa	\$32,400	Martin Luther King Jr Monday	01/18/2021
Family		Kansas	\$14,000	Presidents Day Monday	02/15/2021
Deductible	\$4,800 - \$7,150	Kentucky		Memorial Day Monday	05/31/2021
Max Out-of-Pocket Expense	\$8,750	Louisiana	\$7,700	Independence Day Monday	07/05/2021
		Maine	\$12,000	Labor Day Monday	09/06/2020
Mileage Rates		Maryland	\$8,500	Columbus Day Monday	10/11/2021
Standard Business	\$0.575	Massachusetts	\$15,000	Veteran's Day Thursday	11/11/2020
Moving (Military Expense Only)	\$0.17	Michigan*		Thanksgiving Day Thursday	11/25/2021
Charitable	\$0.14			Christmas Day Friday	12/24/2021



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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.