

# 2013 Tax Facts

PENSION PLAN LIMITATIONS			
Internal Revenue Service	2013	2012	IRC ref.
<b>Salary Deferral (pretax) Limits</b>			
• \$401(k)/\$403(b)/SEP/\$501(c)(18)(D)	<b>\$17,500</b>	\$17,000	§402(g)(1)
• SIMPLE Plans	<b>\$12,000</b>	\$11,500	§408(p)(2)(E)
• state/local gov't; tax exempts	<b>\$17,500</b>	\$17,000	§457(e)(15)
• \$401 (k) catch-up contributions	\$5,500	\$5,500	§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	<b>\$205,000</b>	\$200,000	§415(b)(1)(A)
• defined contribution plans	<b>\$51,000</b>	\$50,000	§415(c)(1)(A)
<b>Compensation Limits</b>			
• qualified plans	<b>\$255,000</b>	\$250,000	§401(a)(17)
• collectively bargained	<b>\$255,000</b>	\$250,000	§401(a)(17)
• governmental plans	<b>\$380,000</b>	\$375,000	§401(a)(17)
<b>Highly Compensated Levels</b>			
• at any time 5 % owner	no limit	no limit	§414(q)(1)(A)
• any employee	\$115,000	\$115,000	§414(q)(1)(B)
• one of top-paid employees	optional	optional	§414(q)(1)(B)
<b>Key Employee Levels</b>			
• highly compensated employee/officer	\$165,000	\$165,000	§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			§416(i)(1)(A)(iv)
<b>SEP Plans</b>			
• mandatory plan participation	\$550	\$550	§408(k)(2)(C)
• compensation amount	<b>\$255,000</b>	\$250,000	§408(k)(3)(C)
— collectively bargained	<b>\$255,000</b>	\$250,000	§408(k)(3)(C)
<b>ESOP</b>			
• threshold for exception to 5-yr. distribution requirement	<b>\$1,035,000</b>	\$1,015,000	§409(o)(1)(C)(ii)
• incremental amt. for distribution	<b>\$205,000</b>	\$200,000	§409(o)(1)(C)(ii)
<b>Control Employees</b>			
• private sector			
— board or shareholder-appointed or elected official	\$100,000	\$100,000	Reg. §1.61-21 (f)
— any employee	\$205,000	\$205,000	Reg. §1.61-21 (f)
• governmental employee		\$145,700	Reg. §1.61-21 (f)

FEDERAL MINIMUM WAGE
\$7.25 per hour (Jul 24 2009)

SOCIAL SECURITY (OASDI) & MEDICARE (HI) TAX				
Year	Fund	Wage Limit	Rate	Max Tax
<b>2013</b>	EE OASDI	\$113,700	6.20%	\$7,049.40
	ER OASDI	\$113,700	6.20%	\$7,049.40
	EE HI	Above 200,000	2.35%	No Limit
	EE HI	Up to 200,000	1.45%	2900
	ER HI	All Wages	1.45%	No Limit
<b>2012</b>	EE OASDI	\$110,100	4.20%	\$4,624.20
	ER OASDI	\$110,100	6.20%	\$6,826.20
	EE HI	All Wages	1.45%	No Limit
	ER HI	All Wages	1.45%	No Limit

FEDERAL UNEMPLOYMENT TAX				
Year	Wage Limit	Rate	Maximum Credit	Deposit Rate
<b>2013</b>	\$7,000.00	6.00%	5.40%	0.60%
<b>2012</b>	\$7,000.00	6.00%	5.40%	0.60%

TAX-FREE COMMUTING BENEFITS			
	2013	2012	
Employee Parking	\$xxx per month	\$240 per month	
Transit Passes	\$xxx per month	\$125 per month	
Van Pools	\$xxx per month	\$125 per month	
Bicycle	\$20 per month	\$20 per month	

FEDERAL MILEAGE RATES			
	2013	2012	
Business Mileage	\$0.565	\$0.555	
Relocation	\$0.240	\$0.230	
Charitable	\$0.140	\$0.140	
Medical	\$0.240	\$0.230	

LUXURY CAR		
Vehicles not eligible for Cents-Per-Mile rule		
If car placed in service in...	Value cannot exceed...	
<b>2013</b>	\$16,000.00	for cars
	\$17,000.00	for SUV/Trucks
	\$21,200.00	for Fleet - Luxury Car
	\$22,300.00	for Fleet - SUV
<b>2012</b>	\$15,900.00	for cars
	\$16,700.00	for SUV/Trucks
	\$21,100.00	for Fleet - Luxury Car
	\$21,900.00	for Fleet - SUV

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.

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**Bold indicates increase / Italics indicates decrease**

State Unemployment Wage Bases 2013			Supp. Rates
State	2013	2012	2013
AL	\$ 8,000.00	\$ 8,000.00	5.00%
AK		\$ 35,800.00	N/A
AZ	\$ 7,000.00	\$ 7,000.00	Follows Fed
AR	\$ 12,000.00	\$ 12,000.00	7.00%
CA	\$ 7,000.00	\$ 7,000.00	6.60%
<b>CO</b>	<b>\$ 11,300.00</b>	\$ 11,000.00	4.63%
CT	\$ 15,000.00	\$ 15,000.00	(1)
DE	\$ 10,500.00	\$ 10,500.00	(1)
DC	\$ 9,000.00	\$ 9,000.00	(1)
FL	\$ 8,000.00	\$ 8,000.00	N/A
<b>GA</b>	<b>\$ 9,500.00</b>	\$ 8,500.00	2% to 6%
HI		\$ 38,800.00	(1)
ID		\$ 34,100.00	7.40%
IL	<i>\$ 12,900.00</i>	\$ 13,560.00	5.00%
IN	\$ 9,500.00	\$ 9,500.00	3.40%
<b>IA</b>	<b>\$ 26,000.00</b>	\$ 25,300.00	6.00%
KS	\$ 8,000.00	\$ 8,000.00	4.50%
<b>KY</b>	<b>\$ 9,300.00</b>	\$ 9,000.00	(1)
LA	\$ 7,700.00	\$ 7,700.00	Follows Fed
ME	\$ 12,000.00	\$ 12,000.00	5.00%
MD	\$ 8,500.00	\$ 8,500.00	4.75%
MA	\$ 14,000.00	\$ 14,000.00	5.30%
MI	\$ 9,500.00	\$ 9,500.00	4.25%
<b>MN</b>	<b>\$ 29,000.00</b>	\$ 28,000.00	6.25%
MS	\$ 14,000.00	\$ 14,000.00	(1)
MO	\$ 13,000.00	\$ 13,000.00	6.00%
<b>MT</b>	<b>\$ 27,900.00</b>	\$ 27,000.00	6.00%
NE	\$ 9,000.00	\$ 9,000.00	5.00%
<b>NV</b>	<b>\$ 26,900.00</b>	\$ 26,400.00	N/A
NH	\$ 14,000.00	\$ 14,000.00	N/A
<b>NJ</b>	<b>\$ 30,900.00</b>	\$ 30,300.00	(1)
<b>NM</b>	<b>\$ 22,900.00</b>	\$ 22,400.00	4.90%
NY	\$ 8,500.00	\$ 8,500.00	9.62%
<b>NC</b>	<b>\$ 20,900.00</b>	\$ 20,400.00	6.00%
ND		\$ 27,900.00	2.82%
OH	\$ 9,000.00	\$ 9,000.00	3.50%
<b>OK</b>	<b>\$ 20,100.00</b>	\$ 19,100.00	5.25%
<b>OR</b>	<b>\$ 34,100.00</b>	\$ 33,000.00	9.00%
<b>PA</b>	<b>\$ 8,500.00</b>	\$ 8,000.00	3.07%
<b>RI</b>	<b>\$20200 or \$21700 *</b>	<b>\$19600 or \$21100 *</b>	5.99%
SC	\$ 12,000.00	\$ 12,000.00	7.00%
<b>SD</b>	<b>\$ 13,000.00</b>	\$ 12,000.00	N/A
TN	\$ 9,000.00	\$ 9,000.00	N/A
TX	\$ 9,000.00	\$ 9,000.00	N/A
<b>UT</b>	<b>\$ 30,300.00</b>	\$ 29,500.00	(1)
VT	\$ 16,000.00	\$ 16,000.00	6.75%
VA	\$ 8,000.00	\$ 8,000.00	5.75%
<b>WA</b>	<b>\$ 39,800.00</b>	\$ 38,200.00	N/A
WV	\$ 12,000.00	\$ 12,000.00	3% to 6.5%
<b>WI</b>	<b>\$ 14,000.00</b>	\$ 13,000.00	4.6% to 7.75%
WY		\$ 23,000.00	N/A

DISABILITY WAGE BASES		
	2013	2012
California	<b>\$100,880.00</b>	\$95,585.00
Hawaii	<i>\$ xxx Weekly</i>	\$903.28 Weekly
New Jersey	<b>\$30,900.00</b>	<b>\$30,300.00</b>
New York *	None	None
<b>Rhode Island</b>	<b>\$61,400.00</b>	<b>\$60,000.00</b>

\* Max Tax Per Week \$.60

INFORMATION AIDS	
<b>Internal Revenue Service</b>	
General Info	1-800-829-1040
Forms	1-800-829-3676
Information Reporting	
Hotline	1-866-455-7438
EFTPS	
Customer Service	1-800-555-4477
Batch Provider Customer Service	1-800-945-0966
Internet HomePage	<a href="http://www.eftps.gov">http://www.eftps.gov</a>
Internet HomePage	<a href="http://www.irs.gov">http://www.irs.gov</a>
<b>Social Security Administration</b>	
General Info	1-800-772-1213
Employer Reporting Service Center	1-800-772-6270
Internet HomePage	<a href="http://www.ssa.gov">http://www.ssa.gov</a>
Employer Reporting HomePage	<a href="http://www.ssa.gov/employer">http://www.ssa.gov/employer</a>
<b>US Citizenship &amp; Immigration Services</b>	
Internet HomePage	1-800-357-2099 <a href="http://uscis.gov">http://uscis.gov</a>
<b>US Department of Labor</b>	
Internet HomePage	1-866-487-2365 <a href="http://www.dol.gov/">http://www.dol.gov/</a>
<b>American Payroll Association</b>	
Internet HomePage	1-210-226-4600 (SA Office) <a href="http://www.americanpayroll.org">http://www.americanpayroll.org</a>
<b>U.S Immigration &amp; Customs Enforcement</b>	
Internet HomePage	<a href="http://www.ice.gov">http://www.ice.gov</a>
<b>Office of Child Support Enforcement</b>	
Internet HomePage	<a href="http://www.acf.dhhs.gov/programs/cse">http://www.acf.dhhs.gov/programs/cse</a>
<b>Department of Health &amp; Human Services</b>	
Internet HomePage	<a href="http://www.dhhs.gov">http://www.dhhs.gov</a>

\* For approximately 75% of employers, the wage base will be \$20,200.  
For employers that pay at the highest UI Tax Rate of 9.79% (25% of employers), the wage base will be \$21,700.

(1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages

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State Minimum Wage Rates 2012			
State	2013	2012	
AL		\$ 7.25	
AK		\$ 7.75	
<b>AZ</b>	<b>\$ 7.80</b>	\$ 7.65	
AR		\$ 6.25	
CA		\$ 8.00	
<b>CO</b>	<b>\$ 7.78</b>	\$ 7.64	
CT		\$ 8.25	
DE		\$ 7.25	
DC		\$ 8.25	
<b>FL</b>	<b>\$ 7.79</b>	\$ 7.67	
GA		\$ 5.15	
HI		\$ 7.25	
ID		\$ 7.25	
IL		\$ 8.25	
IN		\$ 7.25	
IA		\$ 7.25	
KS		\$ 7.25	
KY		\$ 7.25	
LA		\$ 7.25	
ME		\$ 7.50	
MD		\$ 7.25	
MA		\$ 8.00	
MI		\$ 7.40	
MN		\$ 6.15	
MS		\$ 7.25	
<b>MO</b>	<b>\$ 7.35</b>	\$ 7.25	
<b>MT</b>	<b>\$ 7.80</b>	\$ 7.65	
NE		\$ 7.25	
NV		\$ 8.25	
NH		\$ 7.25	
NJ		\$ 7.25	
NM		\$ 7.50	
NY		\$ 7.25	
NC		\$ 7.25	
ND		\$ 7.25	
<b>OH</b>	<b>\$ 7.85</b>	\$ 7.70	
OK		\$ 7.25	
<b>OR</b>	<b>\$ 8.95</b>	\$ 8.80	
PA		\$ 7.25	
<b>RI</b>	<b>\$ 7.75</b>	\$ 7.40	
SC		\$ 7.25	
SD		\$ 7.25	
TN		\$ 7.25	
TX		\$ 7.25	
UT		\$ 7.25	
<b>VT</b>	<b>\$ 8.60</b>	\$ 8.46	
VA		\$ 7.25	
<b>WA</b>	<b>\$ 9.19</b>	\$ 9.04	
WV		\$ 7.25	
WI		\$ 7.25	
WY		\$ 5.15	

Federal Minimum Wage Rates 2013				
Date	Min Wage	Min Wage Tipped	Max Tip Credit	Youth Sub-Min Wage
<b>7/24/2009</b>	<b>\$7.25</b>	\$2.13	\$5.12	\$4.25
<b>7/24/2008</b>	<b>\$6.55</b>	\$2.13	\$4.42	\$4.25
<b>1/1/2008</b>	<b>\$5.85</b>	\$2.13	\$3.72	\$4.25
<b>9/1/1997</b>	<b>\$5.15</b>	\$2.13	\$3.02	\$4.25

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