



2021 Payroll Tax Rates and Other Matters

Effective January 1, 2021

Federal Withholding

The new Circular E has not been published. Continue to use the 2020 Circular E until revised tables are available at [irs.gov](https://www.irs.gov).

FICA (Social Security) Tax

	Maximum Wage Base	Employer Tax Rate	Employee Tax Rate
Medicare Basic Hospital Insurance Portion (MBHI)	No limit	1.45%	1.45%
Old-Age, Survivors, and Disability Insurance portion (OASDI)	\$142,800	6.20%	6.20%
Total FICA Tax		7.65%	7.65%

Additional Medicare Tax

Wages in excess of \$200,000 will be subject to an additional 0.9% Medicare tax which must be withheld from the employees wages.

Federal Unemployment Tax

0.6% of the first \$7,000 of wages for each employee.

PA Unemployment Tax

- + Employer: State will notify you of your contribution rate; applied to first \$10,000 of wages for each employee.
- + Employee: .06% of all wages (no limit).

PA Personal Income Tax

3.07% of compensation.

Self-Employment Tax

	Maximum Wage Base	Tax Rate
Medicare Basic Hospital Insurance Portion (MBHI)	Unlimited	2.90%
Old-Age, Survivors, and Disability Insurance portion (OASDI)	\$142,800	12.40%
Total Self-Employment Tax		15.30%

401(k), 403(b) and 457 Plan Contribution Limit

\$19,500; \$6,500 additional deferral for age 50 and over

SIMPLE Plans

\$13,500; \$3,000 additional deferral for age 50 and over.

Minimum Wage

\$7.25 per hour

Social Security Benefits

Maximum amount retired employees can earn before losing Social Security benefits in 2021:

- + Under full retirement age (FRA): \$18,960 (\$1,580/month)
- + In year of FRA: \$50,520 (\$4,210/month)
- + FRA and over: no limitations

Automobile Mileage Reimbursement Rate

- + 56 cents per mile for business use
- + 14 cents per mile for charitable use
- + 16 cents per mile for medical or moving

Local Services Tax (PA)

Generally \$52.00 (Deducted \$1.00/week) with an exemption for those whose total earned income is less than \$12,000 for the calendar year. Check with your local EIT Bureau.

Select City Taxes

	Resident	Non-Resident
+ Philadelphia Wage Tax	3.8712%	3.5019%
+ Pittsburgh Earned Income Tax	3.00%	1.00%
+ Reading Earned Income Tax	3.60%	1.30%



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