

# PAYROLL TAX GUIDE

current as of December 15, 2016

# 2017

## Qualified Retirement Plans

	2017	2016
Maximum elective deferral to retirement plans [e.g., 401(k), 403(b)]	\$ 18,000	\$ 18,000
Maximum elective deferral to SIMPLE IRAs	\$ 12,500	\$ 12,500
Maximum elective deferral to 457 plans of exempt employers	\$ 18,000	\$ 18,000
Limit on annual additions to defined contribution plans	\$ 54,000	\$ 53,000
Minimum mandatory SEP plan participation	\$ 600	\$ 600
Maximum annual compensation taken into account for contributions	\$ 270,000	\$ 265,000
Annual benefit limit under defined benefit plans	\$ 215,000	\$ 210,000
<b>Catch-up Contribution Limits</b>		
	2017	2016
401(k), 403(b), SEP and 457 plans	\$ 6,000	\$ 6,000
SIMPLE IRAs	\$ 3,000	\$ 3,000

## Health Savings Accounts (HSAs)

Annual Contribution Limits	2017	2016
Individual	\$ 3,400	\$ 3,350
Family	\$ 6,750	\$ 6,750
Catch-up Contributions	\$ 1,000	\$ 1,000

Employers must report contributions to an employee's HSA on Form W-2, Box 12, Code W

## Dependent Care Benefits

	2017	2016
Married	\$ 5,000	\$ 5,000
Married Filing Separately	\$ 2,500	\$ 2,500

## Social Security & Medicare Tax

	2017		2016	
	OASDI	HI	OASDI	HI
Maximum taxable wages/income	\$ 127,200	No Limit	\$ 118,500	No Limit
<b>Tax Rate</b>				
Employer	6.2%	1.45%*	6.2%	1.45%*
Employee (<\$200,000)	6.2%	1.45%†	6.2%	1.45%†
Employee (>\$200,000)		2.35%†		2.35%†
Self-Employ (<\$200,000)	12.4%	2.9%	12.4%	2.9%
Self-Employ (>\$200,000)		3.8%		3.8%

OASDI = Old Age, Survivors and Disability Insurance  
HI = Medicare Hospital Insurance

\* The employer HI rate is 1.45% on all wages.

† The 2015-16 employee HI rate is 1.45% on all wages plus an additional 0.9% on wages over \$200,000.

## Group-Term Life Insurance Exceeding \$50,000 Paid by Employer

5-Year Age Bracket	Monthly Cost/\$1,000 of Coverage
Under 25	\$ 0.05
25 to 29	\$ 0.06
30 to 34	\$ 0.08
35 to 39	\$ 0.09
40 to 44	\$ 0.10
45 to 49	\$ 0.15
50 to 54	\$ 0.23
55 to 59	\$ 0.43
60 to 64	\$ 0.66
65 to 69	\$ 1.27
70 and above	\$ 2.06

## Federal Unemployment Tax

Wage Limit	Rate	Max. Credit	Deposit Rate
\$ 7,000	6.00%	5.40%	0.60%

## Supplemental Wages Withholding

Federal Withholding	2017	2016
Less than \$1,000,000	25.0%	25.0%
Over \$1,000,000	39.6%	39.6%

## Tax-Free Commuting Benefits

Per Month	2017	2016
Employee Parking	\$ 255	\$ 255
Transit Passes/Van Pools	\$ 255	\$ 255
Bicycle	\$ 20	\$ 20

## Standard Mileage Rates

	2017	2016
Business	53.5¢	54.0¢
Moving	17.0¢	19.0¢
Charitable	14.0¢	14.0¢
Medical	17.0¢	19.0¢