

# PAYROLL TAX GUIDE

Current as of January 2025

## 2025

### Qualified Retirement Plans

|  | 2025       | 2024       |
|--|------------|------------|
| Maximum elective deferral to retirement plans (e.g., 401(k), 408(a)) | \$ 23,500  | \$ 23,000  |
| Maximum elective deferral to SIMPLE IRAs                             | \$ 16,500  | \$ 16,000  |
| Maximum elective deferral to 457 plans of exempt employers           | \$ 23,500  | \$ 23,000  |
| Credit on annual additions to defined contributions plans            | \$ 70,000  | \$ 69,000  |
| Minimum mandatory 401(k) plan participation                          | \$ 750     | \$ 750     |
| Maximum annual compensation taken into account for contributions     | \$ 380,000 | \$ 385,000 |
| Annual benefit limit under defined benefit plans                     | \$ 360,000 | \$ 375,000 |
| <b>Catch-up Contribution Limits</b>                                  |            |            |
| 401(k), 408(a), 457 and 457 plans                                    | \$ 7,500   | \$ 7,500   |
| SIMPLE IRAs  | \$ 3,500   | \$ 3,500   |

### Social Security & Medicare Tax

|                               | 2025      |          | 2024      |          |
|-------------------------------|-----------|----------|-----------|----------|
|                               | OASDI     | HI       | OASDI     | HI       |
| Maximum taxable wages/income  | \$174,100 | No Limit | \$168,600 | No Limit |
| <b>Tax Rate</b>               |           |          |           |          |
| Employer                      | 6.2%      | 1.45%*   | 6.2%      | 1.45%†   |
| Employee (self-employed)      | 6.2%      | 1.45%†   | 6.2%      | 1.45%†   |
| Employee (self-employed)      |           | 0.9%†    |           | 0.9%†    |
| Self-Employer (self-employed) | 12.4%     | 2.9%     | 12.4%     | 2.9%     |
| Self-Employer (self-employed) |           | 0.9%     |           | 0.9%     |

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

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

† The 2024 self-employed HI rate is 1.45% on all wages plus an additional 0.9% on wages over \$200,000.

### 2025 Federal Unemployment Tax

| Wage Limit | Rate  | Max. Credit | Deposit Rate |
|------------|-------|-------------|--------------|
| \$ 7,000   | 6.00% | 6.40%       | 0.60%        |

### Supplemental Wages Withholding

| Federal Withholding   | 2025   | 2024   |
|-----------------------|--------|--------|
| Less than \$1,000,000 | 22.00% | 22.00% |
| Over \$1,000,000      | 37.00% | 37.00% |

### Health Savings Accounts (HSAs)

| Annual Contribution Limits | 2025     | 2024     |
|----------------------------|----------|----------|
| Individual                 | \$ 4,300 | \$ 4,150 |
| Family                     | \$ 8,550 | \$ 8,300 |
| Catch-up Contributions     | \$ 1,000 | \$ 1,000 |

Employers must file Form 8879 for an employee's HSA on Form W-2, Box 12, Code W.

### Dependent Care Benefits

|                           | 2025     | 2024     |
|---------------------------|----------|----------|
| Married                   | \$ 5,000 | \$ 5,000 |
| Married Filing Separately | \$ 2,500 | \$ 2,500 |

### 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           | \$ 0.20                          |
| 55 to 59           | \$ 0.40                          |
| 60 to 64           | \$ 0.65                          |
| 65 to 69           | \$ 1.20                          |
| 70 and above       | \$ 2.00                          |

### Tax-Free Commuting Benefits

| Per Month                    | 2025   | 2024   |
|------------------------------|--------|--------|
| Employee Parking             | \$ 305 | \$ 315 |
| Transit Passes/In-Home Rides | \$ 305 | \$ 315 |

### Standard Mileage Rates

|            | 2025  | 2024  |
|------------|-------|-------|
| Business   | 70.0¢ | 67.0¢ |
| Charitable | 14.0¢ | 14.0¢ |
| Medical    | 21.0¢ | 21.0¢ |

# Payroll Tax Guide 2013

**Bruce R. Ellig**

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

## **Payroll Tax Guide 2013:**

St. James's Place Tax Guide 2013-2014 E. Lipkin, W. Sinclair, 2013-08-15 The 42nd annual edition of the leading guide to taxation in Britain This practical and user friendly guide is a bestseller with students professionals accountants and private individuals explaining in simple terms how the UK tax system works and how best to minimise tax liabilities EY Tax Guide 2015 Ernst & Young, 2014-10-29 Everything you need to prepare your 2014 tax return Cover **Employer's Tax Guide for the Withholding, Payment, and Reporting of California Income Tax**, 1985 *Your Federal Income Tax for Individuals*, International Taxation of Manufacturing and Distribution John Abrahamson, 2016-02-18 The most thorough treatment of its subject available this book introduces and analyses the international tax issues relating to international manufacturing and distribution activities extending from the tax regime in the country where the manufacturing activities are located through to regional purchase and sales companies to the taxation of local country sales companies The analysis includes the domestic tax laws relating to manufacturing and distribution company profits as well as international tax issues relating to income flows and the payment of dividends Among the topics and issues analysed in depth are the following foreign tax credits taxation in the digital economy tax incentives intellectual property group treasury companies mergers and acquisitions leasing derivatives controlled foreign corporation provisions VAT and customs tariffs free trade agreements and customs unions transfer pricing role of tax treaties hedging related accounting issues deferred tax assets and liabilities tax risk management supply chain management depreciation allowances and carry forward tax losses The book includes descriptions of 21 country tax systems and ten detailed case studies applying the analysis to specific examples Detailed up to date attention is paid to the OECD Action Plan on Base Erosion and Profit Shifting BEPS and other measures against tax avoidance As a full scale commentary and analysis of international taxation issues for multinational manufacturing groups including in depth consideration of corporate structures tax treaties transfer pricing and current developments this book is without peer It will prove of inestimable value to all accountants lawyers economists financial managers and government officials working in international trade environments **Australian Income Tax Guide**, 1978 **Bowker's Law Books and Serials in Print**, 1984 **Australian Income Tax Guide, 1981** John Angus Lancaster Gunn, Edward Francis Mannix, J. E. Mannix, 1981 *The Complete Guide to Executive Compensation 3/E* Bruce R. Ellick, 2014-01-17 The definitive guide for anyone involved in designing and approving executive salaries revised for new laws and attitudes about salaries and performance The Complete Guide to Executive Compensation Third Edition helps you evaluate your company's culture organization and strategy to create the best compensation package for the organization's interest It contains new strategies based on recent changes regarding venture capitalism boards of director's core responsibilities changes in director's pay shifts in stakeholder power and laws like the Dodd Frank Wall Street Reform and Consumer Protection Act and healthcare reform Bruce R Ellick served at Pfizer Inc for over 35 years and spent his last 25 years as secretary of the Board of Directors

Executive Compensation Committee He has received the Lifetime Achievement Awards from the Society of Human Resource Management and WorldatWork Ellig was elected to the National Academy of Human Resources in 1993 and served as a fellow of the Employee Benefit Research Institute and the Wharton Aresty Institute

*How to Pay Zero Taxes 2015: Your Guide to Every Tax Break the IRS Allows* Jeff A. Schnepfer, 2014-11-28 The revised updated edition of the popular guide that helps you save thousands at tax time How to Pay Zero Taxes 2015 provides simple strategies that are sure to save readers money this year next year and beyond From converting personal expenses into business deductions to avoiding or surviving an IRS audit Jeff Schnepfer s guide covers more deductions than any other tax book all conveniently organized into six easy access categories exclusions general deductions below the line deductions traditional tax shelters and super tax shelters Jeff A Schnepfer Esq is the author of multiple books on finance and taxation including all previous editions of How to Pay Zero Taxes He is a financial tax and legal advisor for Estate Planning of Delaware Valley and operates a tax accounting and legal practice in Cherry Hill New Jersey Mr Schnepfer is Microsoft s MSN MONEY tax expert an economics editor for USA Today and tax counsel for Haran Watson Company

**Federal Personnel Guide 2003** Lisa A. Daniel, 2003 The Federal Personnel Guide is an annual almanac in publication for 25 years It summarizes and explains in plain English the many rules and regulations that affect the careers and retirement of civilian Federal employees and postal workers in effect an employee handbook for Uncle Sam s workforce

*Australian Income Tax Guide* John Angus Lancaster Gunn, Edward Francis Mannix, Donald W. Harris, 1979

**International Taxation of Energy Production and Distribution** John Abrahamson, 2018-04-20 Energy is a major global industry with rapid ongoing changes in areas such as carbon taxes emissions trading regimes and the development of renewable energy The cross border nature of the industry calls for the thorough expert and up to date analysis provided in this timely and practical book Taking a down to earth problem solving approach to policy and practice in the field worldwide the author focuses on the international tax framework and the tax regimes in leading energy producing and consuming countries The book introduces and analyses significant international tax issues related to energy production and distribution extending from the tax regime in the country where the oil gas or coal exploration and production activities are located through to cross border transportation using pipelines tankers and bulk carriers to the taxation of power stations and electricity transmission and distribution networks The taxation issues covered include the following upstream oil and gas and mining taxes incentives for renewable energy carbon taxes and emission trading regimes dividend interest and royalty flows foreign tax credits permanent establishments mergers and acquisitions taxation issues for derivatives and hedging transfer pricing regional purchasing marketing service and intangible property structures free trade agreements and customs unions dispute resolution and tax administration and risk management Detailed updates are included on the most recent international tax developments affecting the energy industry including the OECD Action Plan on Base Erosion and Profit Shifting BEPS and the 2017 OECD Transfer Pricing Guidelines Case studies

offer an opportunity to apply international tax analysis to specific examples and gain practice in identifying and discussing relevant international taxation issues This book will be of significant value to corporate tax managers and in house counsel together with accountants lawyers economists government officials and academics connected with the energy industry and related international taxation issues     **H and R Block 1999 Income Tax Guide** H & R Block,H&r Block,1998-12 From the world s largest provider of tax services comes the annual guide to preparing returns featuring step by step guidelines for filing out forms time and money saving tips and a wealth of advice and information tailored to the needs of middle income Americans 2 color throughout Forms tables charts     *Foreign Service Journal* ,2014     **War Revenue and Income Tax Guide for 1915** Elias Heckman Henderson,1914     **Cobbett's Parliamentary Debates** Great Britain. Parliament,1871  
*The Guide to Australian Income Tax* John Angus Lancaster Gunn,Francis Cyril Bock,Edward Francis Mannix,1969  
Official Gazette Vietnam,2016-03     How to Pay Zero Taxes, 2020-2021: Your Guide to Every Tax Break the IRS Allows  
Jeff A. Schnepfer,2019-12-27 Save BIGGER THAN EVER with this fully updated edition of the classic tax saving guide Tax whiz Jeff Schnepfer has been helping ordinary taxpayers dramatically lower their tax bills for decades Now Schnepfer brings his classic guide up to date for the coming tax season Presented in language anyone can understand How to Pay Zero Taxes 2020 2021 delivers everything you need to take full advantage of the newest tax laws and pay the IRS less than ever before Schnepfer uncovers hundreds of sanctioned deductions shelters credits and exemptions and provides invaluable tax tips you ll only find here You ll learn how to navigate the tax code like a pro and save the maximum legal amounts on Capital gains and dividends IRA and retirement plans Converting personal expenses into deductible business expenses Charitable deductions Child care and elder care Moving and job hunting expenses Mortgages and points Investment expenses Every April thousands of people around the country pay far more than they have to Don t give the IRA one dollar more than the law requires Use How to Pay Zero Taxes 2020 2021 to keep more of your hard earned money in your own pocket

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## **Table of Contents Payroll Tax Guide 2013**

1. Understanding the eBook Payroll Tax Guide 2013
  - The Rise of Digital Reading Payroll Tax Guide 2013
  - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Tax Guide 2013
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Payroll Tax Guide 2013
  - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Tax Guide 2013
  - Personalized Recommendations
  - Payroll Tax Guide 2013 User Reviews and Ratings
  - Payroll Tax Guide 2013 and Bestseller Lists
5. Accessing Payroll Tax Guide 2013 Free and Paid eBooks
  - Payroll Tax Guide 2013 Public Domain eBooks
  - Payroll Tax Guide 2013 eBook Subscription Services
  - Payroll Tax Guide 2013 Budget-Friendly Options

6. Navigating Payroll Tax Guide 2013 eBook Formats
  - ePub, PDF, MOBI, and More
  - Payroll Tax Guide 2013 Compatibility with Devices
  - Payroll Tax Guide 2013 Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Payroll Tax Guide 2013
  - Highlighting and Note-Taking Payroll Tax Guide 2013
  - Interactive Elements Payroll Tax Guide 2013
8. Staying Engaged with Payroll Tax Guide 2013
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Payroll Tax Guide 2013
9. Balancing eBooks and Physical Books Payroll Tax Guide 2013
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Payroll Tax Guide 2013
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Payroll Tax Guide 2013
  - Setting Reading Goals Payroll Tax Guide 2013
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Payroll Tax Guide 2013
  - Fact-Checking eBook Content of Payroll Tax Guide 2013
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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