



2009 RATES AND LIMITS

Summary of Payroll Tax Limits

FEDERAL INSURANCE CONTRIBUTION ACT (FICA):	<u>2009</u>	<u>2008</u>
Social Security Wage Base	\$106,800	\$102,000
Medicare Wage Base	Unlimited	Unlimited
Tax Rate - Combined	7.65%	7.65%
Social Security Rate	6.2%	6.2%
Medicare Rate	1.45%	1.45%
Maximum Social Security Withholding	\$6,621.60	\$6,324.00
Maximum Medicare Withholding	Unlimited	Unlimited
FEDERAL UNEMPLOYMENT TAX ACT (FUTA):	<u>2009</u>	<u>2008</u>
Taxable Wage Base Per Employee	\$7,000	\$7,000
Gross Tax Rate	6.2%	6.2%
Net Tax Rate	0.8%	0.8%
STATE UNEMPLOYMENT TAX ACT (SUTA):	<u>2009</u>	<u>2008</u>
Florida.....	\$7,150	\$7,000
Illinois.....	\$12,300	\$12,000
Indiana.....	\$7,000	\$7,000
Iowa.....	\$23,700	\$22,800
Kansas.....	\$8,000	\$8,000
Kentucky.....	\$8,000	\$8,000
Michigan.....	\$9,000	\$9,000
Minnesota.....	\$26,000	\$25,000
North Dakota.....	\$23,700	\$22,100
South Dakota.....	\$9,500	\$9,000
Wisconsin.....	\$12,000	\$10,500

Please contact us for information on other states.

Our Annual Tax Releases are posted on www.legacypas.com.

Standard Mileage Rates

The standard mileage rates to be used in computing deductible costs of operating a passenger automobile are as follows:

	<u>2009</u>	<u>2008</u>	
		<u>Jan-June</u>	<u>July-Dec</u>
Business Use (cents per mile)	55	50.5	58.5
Charitable Use (cents per mile)	14	14	14
Medical and Moving (cents per mile)	24	19	27

Under the annual lease valuation method for computing the value of the personal use of an employer provided automobile, you must include the cost of gasoline at the rate of 5.5 cents per mile for both 2009 and 2008.

Qualified Transportation Fringe Benefit

	<u>2009</u>	<u>2008</u>
Monthly Fringe Benefit Exclusion Limit for Transportation in a Commuter Highway Vehicle and any Transit Pass	\$120	\$115
Monthly Fringe Benefit Exclusion Limit for Qualified Parking	\$230	\$220

Other Limits

	<u>2009</u>	<u>2008</u>
Maximum Contribution 401(k) Plans and 403(b) Plans	\$16,500	\$15,500
Catch-up Contributions for Individuals Age 50 or Over (non-SIMPLE)	\$5,500	\$5,000
Maximum Contribution to an Individual Retirement Account	\$5,000	\$5,000
Catch-up Contributions for Individuals Age 50 or Over (IRA)	\$1,000	\$1,000
Maximum Annual Defined Benefit Under Section 415(b)	\$195,000	\$185,000
Maximum Annual Defined Contribution Under Section 415(c)	\$49,000	\$46,000
Maximum Annual Compensation for Determining Benefits or Contributions Under a Qualified Plan	\$245,000	\$230,000
Test to Identify Highly Compensated Employees	\$110,000	\$105,000
Maximum Pretax Contribution by Employees to SIMPLE Retirement Accounts Under Section 408(p)	\$11,500	\$10,500
Catch-up Contributions for Individuals Age 50 or Over (SIMPLE)	\$2,500	\$2,500
Section 457 Deferral Limit	\$16,500	\$15,500
Medicare (Part B) Monthly Coverage **	\$96.40**	\$96.40**
Maximum Annual Earnings for Retirees - Exempt Amount:		
Under 65*	\$14,160	\$13,560
Over 65	Unlimited	Unlimited

NOTES: *A modified test applies for the year an individual reaches age 65. One dollar in benefits will be withheld for every three dollars in earnings above the limit. The monthly limit is \$3,140 for 2009. The test applies to earnings for months prior to attaining age of 65.

**In 2009, single beneficiaries with annual income over \$85,000 and married couples with income over \$170,000 will pay a higher percentage of the cost of Medicare Part B Coverage. For additional premium rates see table at www.medicare.gov.

Please let us know if you have any questions or need any additional information.

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