

<b>FEDERAL TAX RATES:</b>			
	<b>FSOC</b>	<b>FMED</b>	
Maximum Earnings	\$142,800	No Limit	
Rate of Tax - Employer	6.2%	1.45%	
Rate of Tax - Employee	6.2%	<b>1.45% up to \$200k</b> <b>2.35% over \$200k</b>	
Maximum Deduction	\$8,853.60	No Limit	
<b>FUTA</b>			
Maximum Earnings	\$7,000		
Net Tax (After Maximum Allowable Credit)	0.6%		
Federal Withholding Supplemental Tax Rate	22%		
Mileage Reimbursement	\$0.575		

<b>CALIFORNIA TAX RATES:</b>			
	<b>CADI</b>	<b>CAUI</b>	<b>ETT</b>
Employee or Employer Tax	Employee	Employer	Employer
Maximum Earnings	\$128,298	\$7,000	\$7,000
Rate of Tax	1.2%	3.4% *	0.1% *
Maximum Deduction	\$1,539.58	*New Employer Rates	
<b>CA Withholding Supplemental Rates</b>			
Bonus/Stock Options	10.23%		
All Other Supplemental Pay	6.60%		
CA Minimum Wage	\$13.00	or	\$14.00
<b>Overtime Law:</b> Rate of pay times 1.5 after 8 hours in a day or 40 hours in a week. Rate of pay times 2 after 12 hours in a day or after 8 hours on the seventh day.			

<b>F.S.A. LIMITS:</b>		
	<b>Limit</b>	
Dependent Care	\$5,000	
Medical Expenses	\$2,750	
<b>H.S.A. LIMITS:</b>		
<b>Plan</b>	<b>Limit</b>	<b>Catch-Up Contrib. (age 55 &amp; over)</b>
Individual	\$3,600	\$1,000
Family	\$7,200	\$1,000

<b>PENSION PLAN LIMITS:</b>		
<b>Plan</b>	<b>Limit</b>	<b>Catch-Up Contrib. (age 50 &amp; over)</b>
401k, 403b, ROTH	\$19,500	\$6,500
408p (SIMPLE Plans)	\$13,500	\$3,000
457 (Qualified)	\$19,500	\$6,500
457 (Deferred Compensation)	\$19,500	N/A

<b>FEDERAL TAX DEPOSIT RULES:</b>			
<b>Rule</b>	<b>Determination for Base Period</b>	<b>Deposit Requirements</b>	
		<b>Check Day</b>	<b>Deposit Day</b>
Monthly	If the accumulated tax liability is less than or equal to \$50,000 for the base period	Any Day	Deposit Monthly by the 15th of the following month
Semi-Weekly	If the accumulated tax liability is greater than \$50,000 for the base period	Wednesday-Friday	Following Wednesday
		Saturday-Tuesday	Following Friday
<b>Exception Rules</b>	<b>Tax Liability Amount</b>	<b>Deposit Day</b>	
\$2500 Rule	If the tax liability is less than \$2500 for the entire quarter	Liability may be paid with the quarterly tax return	
\$100,000 Rule	If the accumulated tax liability is \$100,000 or more for any check date	Deposit next business day	

The deposit schedule for an employer during a calendar year is based on four quarters. The deposit frequency base period is July 1st to June 30th of the previous year. For 2021, the base period is July-September (3rd qtr) 2019, October-December (4th qtr) 2019, January-March (1st qtr) 2020, April-June (2nd qtr) 2020. The IRS will notify employers of their deposit frequency in November. However, it is the employer's responsibility to deposit federal taxes at the correct frequency if the notice is wrong.

<b>CALIFORNIA STATE TAX DEPOSIT RULES:</b>				
<b>Your Federal Deposit Schedule is</b>	<b>And You Have Accumulated State PIT Withholding</b>	<b>SDI &amp; PIT Deposit Required</b>	<b>If Payday is</b>	<b>Deposit Due</b>
Next Banking Day	Less than \$350	NO	Any day	Quarterly
	\$350 to \$500	YES	Any day	15th of following month
	More than \$500	YES	Any day	Next Banking Day
Semi-Weekly	Less than \$350	NO	Any day	Quarterly
	\$350 to \$500	YES	Any day	15th of following month
	More than \$500	YES	Wed-Fri	Following Wednesday
Monthly	More than \$500	YES	Sat-Tues	Following Friday
	Less than \$350	NO	Any day	Quarterly
	More than \$350	YES	Any day	15th of following month
Quarterly	Less than \$350	NO	Any day	Quarterly
	\$350 or more	YES	Any day	15th of following month

Employer contributions to SUI and ETT are due quarterly. For withholding taken for employees' PIT & SDI, CA state deposit rules generally follow federal deposit guidelines. Once an employer makes a next banking day deposit, they automatically become a semi-weekly depositor for the remainder of that calendar year and all of the following year.