

2007 Tax Facts

PENSION PLAN LIMITATIONS			
Internal Revenue Service	2007	2006	IRC ref.
Salary Deferral (pretax) Limits			
• §401(k)/§403(b)/SEP/§501(c)(18)(D)	\$15,500	\$15,000	§402(g)(1)
• SIMPLE Plans	\$10,500	\$10,000	§408 (p)
• state/local gov't; tax exempts	\$15,500	\$15,000	§457
§401 (k) catch-up contributions	\$5,000	\$5,000	§414(v)(2)(B)(i)
Other catch-up contributions	\$2,500	\$2,500	§414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits			
• defined benefit plans	\$180,000	\$175,000	§415(b)(1)(A)
• defined contribution plans	\$45,000	\$44,000	§415(c)(1)(A)
Compensation Limits			
• qualified plans	\$225,000	\$220,000	§401 (a) (17)
• collectively bargained			§401 (a) (17)
• governmental plans	\$335,000	\$325,000	§401 (a) (17)
Highly Compensated Levels			
• at any time 5 % owner	no limit	no limit	§414(q)(1)(A)
• any employee	\$100,000	\$100,000	§414(q)(1)(B)
• one of top-paid employees	optional	optional	§414(q)(1)(B)
Key Employee Levels			
• highly compensated employee/officer	\$145,000	\$140,000	§416(i)(1) (A) (i)
• 10 highest paid employees with largest interest	N/A	N/A	§416(i)(1)(A)(ii)
• 5% owner	no limit	no limit	§416(i)(1) (A) (iii)
• 1 % owner			§416(i)(1) (A) (iv)
SEP Plans			
• mandatory plan participation	\$500	\$450	§408(k)(2)(C)
• compensation amount	\$225,000	\$220,000	§408 (k) (3) (C)
— collectively bargained			§408(k)(3)(C)
ESOP			
• threshold for exception to 5-yr. distribution requirement	\$915,000	\$885,000	§409(o)(1)(C)(ii)
• incremental amt. for distribution	\$180,000	\$175,000	§409(o)(1)(C)(ii)
Control Employees			
• private sector			
— board or shareholder-appointed or elected official	\$90,000	\$85,000	Reg. §1.61-21 (f)
— any employee	\$180,000	\$175,000	Reg. §1.61-21 (f)
• governmental employee		\$133,900	Reg. §1.61-21 (f)

SOC. SEC. (OASDI) & MEDICARE (HI) TAX				
Year	Fund	Wage		Max Tax
		Limit	Rate	
2007	OASDI	\$97,500	6.20%	\$6,045.00
	HI	All Wages	1.45%	No Limit
2006	OASDI	\$94,200	6.20%	\$5,840.40
	HI	All Wages	1.45%	No Limit

FEDERAL UNEMPLOYMENT TAX			
Wage Limit	Rate	Maximum Credit	Deposit Rate
\$7,000.00	6.20%	5.40%	0.80%

TAX-FREE COMMUTING BENEFITS	
Employee Parking	\$215 per month
Transit Passes	\$110 per month
Van Pools	\$110 per month

FEDERAL MILEAGE RATES		
	2007	2006
Business Mileage	\$0.485	\$0.445
Relocation	\$0.200	\$0.180
Charitable	\$0.140	\$0.140
Medical	\$0.200	\$0.180

FEDERAL MINIMUM WAGE
\$5.15 per hour

LUXURY CAR Vehicles not eligible for Cents-Per-Mile rule*	
If car placed in service in...	Value cannot exceed...
2007	\$15,100.00
2006	\$15,000.00
* If the cents-per-mile method cannot be used, the employer must use the annual lease-value method or a general valuation standard to determine the value of an employee's personal use of a company-provided vehicle.	

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State Unemployment Wage Bases 2007			Supp. Rates
State	2007	2006	2007
AL	\$ 8,000.00	\$ 8,000.00	5%
AK	\$ 30,100.00	\$ 28,700.00	N/A
AZ	\$ 7,000.00	\$ 7,000.00	Follows Fed
AR	\$ 10,000.00	\$ 10,000.00	7%
CA	\$ 7,000.00	\$ 7,000.00	6%
CO	\$ 10,000.00	\$ 10,000.00	4.63%
CT	\$ 15,000.00	\$ 15,000.00	(1)
DE	\$ 8,500.00	\$ 8,500.00	(1)
DC	\$ 9,000.00	\$ 9,000.00	(1)
FL	\$ 7,000.00	\$ 7,000.00	N/A
GA	\$ 8,500.00	\$ 8,500.00	2% to 6%
HI		\$ 34,000.00	(1)
ID		\$ 29,200.00	7.80%
IL	\$ 11,500.00	\$ 11,000.00	3%
IN	\$ 7,000.00	\$ 7,000.00	3.40%
IA	\$ 22,000.00	\$ 21,300.00	6%
KS	\$ 8,000.00	\$ 8,000.00	5%
KY	\$ 8,000.00	\$ 8,000.00	6%
LA	\$ 7,000.00	\$ 7,000.00	Follows Fed
ME	\$ 12,000.00	\$ 12,000.00	5%
MD	\$ 8,500.00	\$ 8,500.00	4.75%
MA	\$ 14,000.00	\$ 14,000.00	5.3%
MI	\$ 9,000.00	\$ 9,000.00	3.90%
MN	\$ 24,000.00	\$ 24,000.00	6.25%
MS	\$ 7,000.00	\$ 7,000.00	(1)
MO	\$ 11,000.00	\$ 11,000.00	6%
MT	\$ 22,700.00	\$ 21,600.00	6%
NE	\$ 9,000.00	\$ 8,000.00	5%
NV	\$ 24,600.00	\$ 24,000.00	N/A
NH	\$ 8,000.00	\$ 8,000.00	N/A
NJ	\$ 26,600.00	\$ 25,800.00	(1)
NM	\$ 18,600.00	\$ 17,900.00	6.00%
NY	\$ 8,500.00	\$ 8,500.00	8.20%
NC		\$ 17,300.00	6%
ND	\$ 21,300.00	\$ 20,300.00	3.92%
OH	\$ 9,500.00	\$ 9,000.00	3.50%
OK	\$ 13,200.00	\$ 13,500.00	6.25%
OR	\$ 29,000.00	\$ 28,000.00	9%
PA	\$ 8,000.00	\$ 8,000.00	3.07%
RI	\$ 14,000.00	\$ 16,000.00	7%
SC	\$ 7,000.00	\$ 7,000.00	7%
SD	\$ 8,500.00	\$ 7,000.00	N/A
TN	\$ 7,000.00	\$ 7,000.00	N/A
TX	\$ 9,000.00	\$ 9,000.00	N/A
UT	\$ 25,400.00	\$ 24,000.00	(1)
VT	\$ 8,000.00	\$ 8,000.00	7.20%
VA	\$ 8,000.00	\$ 8,000.00	5.75%
WA	\$ 31,400.00	\$ 30,900.00	N/A
WV	\$ 8,000.00	\$ 8,000.00	3% to 6.5%
WI	\$ 10,500.00	\$ 10,500.00	4.6% to 6.75%
WY	\$ 18,100.00	\$ 17,100.00	N/A

DISABILITY WAGE BASES		
	2007	2006
California	\$83,389	\$79,418
Hawaii	Employee's weekly wage	Employee's weekly wage
New Jersey	\$26,600	\$25,800
New York	Employee's weekly wage	Employee's weekly wage
Rhode Island		\$50,600

INFORMATION AIDS	
Internal Revenue Service	
General Info	1-800-829-1040
Forms	1-800-829-3676
Information Reporting	
Hotline	1-866-455-7438
EFTPS	
Customer Service	1-800-555-4477
	1-800-945-8400
Internet HomePage	http://www.eftps.gov
Internet HomePage	http://www.irs.gov
Social Security Administration	
General Info	1-800-772-1213
Internet HomePage	http://www.ssa.gov
US Citizenship & Immigration Services	
Internet HomePage	http://uscis.gov
US Department of Labor	
Internet HomePage	http://www.dol.gov/
American Payroll Association	
Internet HomePage	http://www.americanpayroll.org

* Bold indicates increase / italics indicates decrease

(1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages