

# ACCOUNTANTS UPDATE FOR 2019

## W-2 Box 12 Reporting:

**2018 W-2s** - Employers that filed 250 or more Forms W-2 in 2017 will be required to report the cost of employer-sponsored group health plan coverage with Code DD.

## Unemployment:

Pennsylvania Unemployment taxable wage base remains at \$10,000 for 2019. The unemployment contribution rate for employees is 0.06 percent on all wages.

## 2019 Standard Mileage Rates

- 58 cents per mile for business miles driven
- 20 cents per mile driven for medical or moving purposes
- 14 cents per mile driven in service of charitable organizations

## Pension plan limitations for Year 2019:

### Salary Deferral (pretax) Limits

401(k) / 403(b)	\$ 19,000
457(b) State and Local Governments and tax exempt organizations	19,000
Catch-up Contributions	6,000
408(p)(2)(E) Simple Retirement Accounts	13,000
Catch-up Contributions for Simple Plans	3,000

### Section 415 Annual Benefits Limits

Defined contribution plans	56,000
Defined benefit plans	225,000

### Compensation

Definition of highly compensated employee	125,000
Key employee in a "top-heavy" plan	180,000
Annual compensation limit for qualified plans	280,000

## For employers in Pennsylvania and the surrounding states the 2019 minimum wages are as follows:

<u>State</u>	<u>Minimum Wage</u>	<u>Food Service Minimum Cash Wage</u>	<u>Tip Credit</u>	
Delaware	8.75	2.23	6.52	
Delaware	9.25	2.23	7.02	October 1, 2019
Maryland	10.10	3.63	6.47	
New Jersey	8.85	2.13	6.72	
New York	11.10(1)	7.50	3.60	
Pennsylvania	7.25	2.83	4.42	
Federal Minimum	7.25	2.13	5.12	

(1) New York minimum wage for Fast Food Workers is \$12.75.

**JetPay HR & Payroll Services can provide solutions to your client's payroll and human capital management needs. Call 1-800-DO-MY-PAY® (366-9729) Or visit [jetpayHCM.com](http://jetpayHCM.com)**

All information presented herein is believed to be accurate and reliable but is not to be taken as a guarantee or an expressed or implied warranty of fitness for any particular purpose. We are not engaged in rendering legal or accounting advice.