



2022

Employer/ Employee Tax Chart



PREPARED BY THE
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2022 Employer/Employee Tax Chart

(See footnotes on back cover.)

	SOCIAL SECURITY TAX ¹	MEDICARE HOSPITAL TAX ^{2*}	FEDERAL INCOME TAX ³	PERSONAL INCOME TAX (PA)
Rate of Employee Deduction	6.20%	1.45%	IRS Pub15 (CIRC E)	3.07%
Rate of Employer Contribution	6.20%	1.45%	n/a	n/a
Payment Due Date		See Pub15 (Circular E) for Deposit Requirements		Semi-monthly, month/qtr.
Deposit or Payment Form No.		EFTPS		PA 501/e-TIDES
Report Form No.	941	941	941	PA 501/e-TIDES
Report Due Date		Last day of mo. after qtr. ends		month/qtr.
Year-End Report Form		W-2 and W-3 Transmittal Forms		REV-1667/e-TIDES
Year-End Report Due Date		W-2 to Employees by 1-31-22, W-2's and W-3 to SSA by 1-31-22		1-31-22
Employee Taxable Wage Base	\$147,000	All Wages	All Wages	All Wages
Auditors (Elected)	Taxable	Taxable	Taxable	Taxable
Building Code Official/Inspector:				
Individual Appointed	Taxable	Taxable	Taxable	Taxable
Third-Party Agency Appointed	Exempt	Exempt	Exempt	Exempt
CETA, Manpower, Workfare, or Similar Employees	Exempt	Exempt	Exempt	Exempt
Employees – Regular, Temporary, Seasonal (Full- or Part-time)	Taxable	Taxable	Taxable	Taxable
Engineer (Full/Part-time Employee)	Taxable	Taxable	Taxable	Taxable
Planning Commission (Member Pay)	Taxable	Taxable	Taxable	Taxable
Police Officers:		Taxable if hired after 3-31-86		
In IRS-approved pension plan when voluntary or mandatory Social Security coverage took effect	Exempt		Taxable	Taxable
In pension plan initiated after Social Security took effect	Taxable	Taxable	Taxable	Taxable
Wages paid to supplement Workers' Compensation under Heart/Lung Act ⁶	Exempt	Exempt	Exempt	Exempt
Recreation Employees (Full/Part-time or Seasonal)	Taxable	Taxable	Taxable	Taxable
Retired Persons – Full/Part-time	Taxable	Taxable	Taxable	Taxable
School Crossing Guards	Taxable	Taxable	Taxable	Taxable
Secretary, Secretary-Treasurer	Taxable	Taxable	Taxable	Taxable
Sewage Enforcement Officer:				
Individual appointed	Taxable	Taxable	Taxable	Taxable
Firm or company appointed	Exempt	Exempt	Exempt	Exempt
Sick pay; disability payments:				
Paid by township (Also see Police)	Taxable	Taxable	Taxable	Taxable
Paid by third-party insurance	Taxable ⁵	Taxable ⁵	Taxable	Exempt
Workers' compensation insurance	Exempt	Exempt	Exempt	Exempt
Students	Taxable	Taxable	Taxable	Taxable
Supervisors' Compensation (Meeting Pay or Salary for Elected Office)	Taxable	Taxable	Taxable	Taxable
Supervisors' Employee Wages	Taxable	Taxable	Taxable	Taxable
Tax Collector (Elected)	Taxable	Taxable	Taxable	Taxable
Zoning Hearing Board (Member Pay)	Taxable	Taxable	Taxable	Taxable
Zoning Officer	Taxable	Taxable	Taxable	Taxable

* **Additional Medicare Tax:** In addition to withholding Medicare tax at 1.45%, townships must withhold a 0.9% additional Medicare tax on wages paid to an employee that total more than \$200,000 in a single year.

Report for Townships of the Second Class

EARNED INCOME TAX	PA UC TAX EMPLOYER'S CONTRIB.	PSATS UC GROUP TR CONTRIB. ⁴	PA UC TAX EMPLOYEE DEDUCTION	FEDERAL U.C. TAX (FUTA)	YEAR-END REPORT FORM
Varies	n/a	n/a	0.06%	n/a	
n/a	Varies	Varies	n/a	n/a	
Quarterly		Last day of mo. after qtr. ends		n/a	
Varies	UCMS	PSATS UC	UCMS	n/a	
Varies	UCMS	Quarterly Contribution Report (electronic)	UCMS	n/a	
Last day of mo. after qtr. ends		Last day of mo. after qtr. ends		n/a	
W2-R	n/a	n/a	n/a	n/a	
2-28-22	n/a	n/a	n/a	n/a	
All Wages	\$10,000	\$10,000	All Wages	n/a	
Taxable	Exempt	Exempt	Exempt	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Exempt	Exempt	Exempt	Exempt	Exempt	1099-NEC
Exempt	Exempt	Exempt	Exempt	Exempt	None
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Exempt	Exempt	Exempt	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Exempt	Exempt	Exempt	Exempt	Exempt	1099-NEC
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Exempt	Taxable ⁵	Taxable ⁵	Taxable ⁵	Exempt	W-2
Exempt	Exempt	Exempt	Exempt	Exempt	None
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Exempt	Exempt	Exempt	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2
Taxable	Exempt	Exempt	Exempt	Exempt	W-2
Taxable	Exempt	Exempt	Exempt	Exempt	W-2
Taxable	Taxable	Taxable	Taxable	Exempt	W-2

Note: The IRS 1099-NEC must be used to report non-employee compensation.

For more information on taxes and deductions, please contact the following:

FEDERAL WITHHOLDING TAX

Internal Revenue Service

General Information: 1-877-829-5500

For Forms: 1-800-829-3676

irs.gov — For forms, click on “Forms & Instructions” at the top of the page

SOCIAL SECURITY — Internal Revenue Service — Same as for Federal Withholding Tax
ssa.gov/slge

PA PERSONAL INCOME

PA Department of Revenue

(717) 787-1064 or 1-888-728-2937

revenue.pa.gov — Click on “I’m looking for,” then on “Tax Forms and Information,” “Forms & Publications,” then “Forms for Businesses,” and then “Employer Withholding”.

Townships may file returns and remit withholding electronically at **etides.state.pa.us**. Remitting payments electronically is mandatory for payments over \$1,000. Filing electronically is required if you are reporting 10 or more W-2 wage records on the Annual Withholding Reconciliation Statement (REV-1667).

UNEMPLOYMENT COMPENSATION

1-866-403-6163 (717-787-7679 in Harrisburg area) — **uc.pa.gov** or file online at **www.uctax.pa.gov**

OR

PSATS Unemployment Compensation Group Trust

4855 Woodland Drive

Enola, PA 17025-1291

1-800-382-1268

For general information or to request additional copies of this brochure, please contact:

PENNSYLVANIA STATE ASSOCIATION OF TOWNSHIP SUPERVISORS

4855 Woodland Drive

Enola, PA 17025-1291

(717) 763-0930, ext. 126

Email: klizza@psats.org

The tax chart may also be downloaded by logging onto psats.org, choosing “Newsroom,” and then “Publications & Brochures.”

FOOTNOTES

¹ Social Security — Compensation paid to all employees and all elected officials is taxable for Social Security except:

Compensation paid to employees who participate in an IRS-qualified township pension plan that was effective before the township negotiated a Section 218 agreement for voluntary Social Security coverage; or

Compensation paid to employees who participate in an IRS-qualified township pension plan that was effective before mandatory Social Security coverage took effect on July 1, 1991.

² Medicare Hospitalization Tax — Compensation paid to all employees and all elected officials is taxable for Medicare hospitalization tax except:

Compensation paid to employees who are not covered for Social Security but who did participate in an IRS-qualified township pension plan before April 1, 1986.

³ Federal Income Tax — Some employees and some elected officials can be exempted from federal income tax withholding if their compensation from the township and all other employers during the year is below the minimum filing requirements established by the IRS.

⁴ The PSATS U.C. Group Trust was created to give townships alternative low-cost unemployment compensation coverage. The program now serves close to 1,200 townships.

⁵ Payments made more than six calendar months after the last calendar month in which the employee worked are exempt. Third-party sick pay is not reportable as credit week earnings for unemployment compensation.

⁶ See IRS Publication 15A, Section 6 “Sick Pay Reporting” then “Payments that are not Sick Pay.” Under the category “*Payments in the nature of workers’ compensation — public employees,*” the guidance discusses the tax treatment of payments for certain local government employees, such as police officers and firefighters, that are received due to an injury in the line of duty that do not fall under the general workers’ compensation law. These payments that are “in the nature of” a workers’ compensation law are not considered sick pay and are not subject to employment taxes.