

2009 Form 11 Instructions




Employer's Municipal Tax Withholding Booklet




We encourage you to use our **fast, free, and secure** electronic filing and payment service at:

www.ritaohio.com

Easy Access to Withholding Tax Forms & Help:

 **Internet:** Access our web site 24 hours a day, 7 days a week, at www.ritaohio.com to E-file your Form 11 Withholding Statement free of charge, make payments, download paper forms, and research frequently asked questions. We encourage you to file your Form 11, including "Zero Wage" Form 11's, using our convenient and easy E-file system.

 **Phone:** If you need additional assistance with the filing your Form 11, please feel free to call us at one of the following phone numbers: Cleveland Local: (440) 526-0900 or Toll Free: (800) 860-RITA (7482); Columbus Toll Free: (866) 721-RITA (7482); Youngstown Toll Free: (866) 750-RITA (7482); or TDD: (440) 526-5332.

Reminders:

General Rule & Special Notes: It is required that on or before the last day of each month, the taxes withheld in the previous month be paid and Form 11 filed with R.I.T.A. However, if the amount withheld in any one month for a municipality is less than \$100, the employer may defer the filing of Form 11 and the payment of the amount withheld until the last day of the month following the end of each calendar quarter. Please refer to the "**Special Notes**" beginning on page 3 to see if the municipality(ies) for which you are withholding require any special filing frequencies and / or due dates. Please Note: If you file your Form 11 electronically, you do not need to file a paper Form 11.

Amending Form 11: If you have discovered an error on a previously filed Form 11, you are required to make the correction using Form 11A. Keep in mind that a separate form must be filed for each period that is being amended. For example: If you file Form 11 on a monthly basis, you will need to submit a Form 11A for each month. If you file Form 11 on a quarterly basis, you will need to submit a Form 11A for each quarter. Note: Overpayments cannot be credited forward to the next tax year and must be refunded.

Annual Reconciliation is Required: An annual Reconciliation of Income Tax Withheld (Form 17) is required to be filed and will be mailed under separate cover.

Penalty, Interest, and Late Filing: When a form / payment is received after the return's due date, the employer will be subject to penalty and interest charges as required by the local income tax ordinance.

Other Fees:

A fee will be assessed to your account for a dishonored check or a check / electronic debit that cannot be processed. R.I.T.A. may choose to redeposit your returned item electronically. Additionally, you understand and agree that we may collect a returned item processing fee as allowed by State Law.

Electronic filers assume all responsibility for the accuracy of the information submitted and are therefore subject to any assessed fees described above for any errors.

Who is Required to File Form 11:

It is the duty of each employer doing business within any R.I.T.A. municipality(ies) who employs one or more persons on a salary, wage, commission, or other such compensation subject to the income tax ordinance(s) to deduct the tax due each time compensation is paid to an employee. If there are no wages to report, you are required to file a zero return.

What is Taxable:

Earnings subject to municipal income tax include, but are not limited to: Wages, salaries, commissions, and fees (except when paid to independent contractors), bonuses and incentive payments, tips, employer supplemental unemployment pay (sub pay), vacation, holiday, and sick pay (whether paid by recipient's employer or by a third party).

Payments made to an employee by an employer as dismissal or severance pay or under an early retirement incentive plan, or wage continuation plan during periods of disability or sickness are also taxable. These earnings are apportioned in the same ratio as regular wages if the employee works in more than one municipality.

Employee contributions to retirement plans, compensation attributable to a nonqualified deferred compensation plan, or any compensation related to the sale, exchange, or other disposition of stock options or stock purchased under a stock option are NOT excludable.

Compensation attributable to a Section 125 "Cafeteria" plan is NOT taxable.

When calculating tax due, do not include compensation paid to individuals under 18 years of age, except when specified in the "**Special Notes**" beginning on page 3.

Business Changes:

If you have sold/closed your business, you must file a final Form 11 & Form 17 with W-2's. You must also notify our agency in writing under a separate cover letter including a brief explanation, For Example: ("Closed business on mm/dd/yy", "Ceased R.I.T.A. operations on mm/dd/yy", "No employees after mm/dd/yy", or "Merged with another company on mm/dd/yy"). Also include the federal identification number(s), a contact name, & phone #.

If at a later date, you reopen your R.I.T.A. location or hire any employees, call our office and request that your withholding account be re-activated.

Changes to Name, Address, Fed. ID Number, or Filing Frequency

If your mailing address, federal identification number, company name, or quarterly/monthly filing requirements have changed from that shown on the preprinted Form 11, complete the enclosed Change Notice Form and return it to our agency as soon as possible.

Specific Instructions for Completing Form 11:

Complete all information requested on Form 11. If the information is preprinted, be sure to check for accuracy and make any necessary corrections.



Estimating monthly / quarterly taxes due is not acceptable and may result in penalty and interest.

Section A:

Enter the total wages subject to workplace tax, the total amount of workplace tax withheld, the total amount of residence tax withheld, and the total amount due and paid.

Please Note: Do not report wages for any residence tax withheld.

Section B:

List the municipality(ies), the workplace wages, the workplace tax rate, the workplace tax withheld and / or any residence tax withheld in the boxes provided. **You must indicate a municipal distribution along with each Form 11 filed.** For an entire listing of R.I.T.A. municipalities and their tax rates, visit www.ritaohio.com.

Please Note: Some R.I.T.A. municipalities have Joint Economic Development Districts (JEDD)'s or Enterprise Zones (E-Zones). Please use caution when indicating withholding for the JEDD's and E-Zone areas. They are separate taxing entities that must have their withholding reported separately.

Use the following abbreviations for the JEDD's and E-Zone's when completing Section B:

Beachwood East JEDD	BEA E JED
Beachwood West JEDD	BEA W JED
Clayton JEDD	CLAY JED
Elyria Township / City of Elyria JEDD	ELYRIA JED
Macedonia / Northfield Center Twp. JEDD	M NCTR JED
Perry JEDD	PERRY JED
Olmsted JEDD	OLMS JED
Orange - Chagrin - Highlands JEDD	O C H JED
Reminderville / Twinsburg Twp. JEDD	REM T JED
Reynoldsburg Enterprise Zone	REY E Z

Make check or money order payable to R.I.T.A.

Responsible Party:

The Form 11 must include the signature and title of the responsible party completing the return as well as the date and a phone number should any questions arise.

SPECIAL NOTES

ADDYSTON, CAMPBELL, FREMONT, NEW WATERFORD, PORTAGE, POWHATAN POINT, ST. PARIS, TONTOGANY, AND WINTERSVILLE -

1. All filings may be made quarterly regardless of the amount withheld.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

ANDOVER, ARLINGTON HEIGHTS, BELLEVUE, CENTERBURG, EAST PALESTINE, EDISON, FORT JENNINGS, FREDERICKTOWN, HASKINS, LAGRANGE, LAKEMORE, SOUTH CHARLESTON, TORONTO, UHRICHSVILLE, URBANCREST, VERMILION, AND WELLSVILLE -

All filings may be made quarterly, regardless of the amount withheld.

ASHVILLE -

Students under 21 years of age having a minimum enrollment of 12 hours each semester or each quarter are exempt.

AVON LAKE -

1. If withholding amount for the 1st or 2nd month in the calendar year is \$250 or more, file monthly for the remainder of the year.
2. Taxes must be withheld on employees 16 years of age and older.

BEACHWOOD, BEACHWOOD EAST / WEST JEDD'S, EAST CLEVELAND, PERRY, PERRY JEDD, AND WOODSTOCK-

If withholding amount in the 1st or 2nd month in the quarter is \$100 or more, file monthly - due the 20th day of the following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.

BEDFORD HTS., FAIRPORT HARBOR, GLENWILLOW, REMINDERVILLE, AND REMINDERVILLE /TWINSBURG TWP. JEDD -

If withholding amount per month is more than \$250, file monthly - due the 20th day of the following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.

BETTSVILLE AND STRATTON -

If withholding amount per month is less than \$500, file quarterly - due the last day of the following month following the end of each quarter, otherwise file monthly - due the last day of the following month.

BROOKLYN -

If withholding amount for the 1st or 2nd month in the calendar year is \$400 or more, file monthly for the remainder of the year.

BEXLEY, GRANDVIEW HTS., HILLIARD, LITHOPOLIS, MT. STERLING,

NEW ALBANY, POWELL, AND SHAWNEE HILLS -

If withholding amount is:

1. \$12,000 or more in a previous calendar year or \$1,000 or more in any month in a preceding quarter, file semi-monthly - due 5 banking days after the 15th and 5 banking days after the end of each month.
2. More than \$1,199, but less than \$12,000 in the prior calendar year or \$100 or more in a previous month, file monthly - due the 15th day of the following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.
3. All employers not required to file semi-monthly or monthly, file quarterly - due the last day of the month following the end of each quarter.

Note: Lithopolis - The under 18 rule does not apply. Taxes must be withheld regardless of age.

CARDINGTON AND MILFORD CENTER -

1. All filings may be made quarterly regardless of the amount withheld.
2. Full time students 18 years of age and under are exempt.

CECIL, KIRTLAND, NORTH ROYALTON, AND WILLOWICK -

All filings are due the 20th day of the following month for monthly and quarterly filers.

CEDARVILLE, JEWETT, AND SHEFFIELD LAKE -

1. All filings may be made quarterly, regardless of the amount withheld.
2. Taxes must be withheld on employees 16 years of age and older.

CIRCLEVILLE -

If withholding amount per month is more than \$500, file monthly, otherwise file quarterly.

COMERCIAL POINT, CITY OF MILFORD, CITY OF MILFORD JEDD, AND OXFORD -

1. If the withholding amount per month is less than \$300, file quarterly - due the last day of the month following the end of each quarter. Otherwise file monthly - due the 15th day of the following month.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

CORWIN -

If withholding amount per month is:

1. Less than \$1,000, file quarterly.
2. More than \$1,000, file monthly - due the last day of the following month.
3. Taxes must be withheld on employees 16 years of age and older.

FAIRBORN -

1. All filings may be made monthly, regardless of the amount withheld.
2. Taxes must be withheld on employees 16 years of age and older.

GALENA -

Employers doing business on a temporary basis (less than one year) must file monthly - due the 15th day of the following month. All other employers may file quarterly regardless of the amount withheld.

GALION -

If withholding amount per month is less than \$300, file quarterly - due the last day of the month following the end of each quarter, otherwise file monthly - due the 15th day of the following month.

GIRARD -

The under 18 rule does not apply. Taxes must be withheld regardless of age.

**GROVE CITY, LOCKBOURNE,
UPPER ARLINGTON, AND WORTHINGTON -**

If withholding amount is:

1. \$12,000 or more in a previous calendar year or \$1,000 or more in any month in a preceding quarter, file semi-monthly - due 5 banking days after the 15th and 5 banking days after the end of each month.
2. More than \$3,599, but less than \$12,000 in the prior calendar year or \$300 or more in a previous month, file monthly - due the 15th day of the following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.
3. All employers not required to file semi-monthly or monthly, file quarterly - due the last day of the month following the end of each quarter.

JACKSON CENTER -

1. If withholding amount is \$100 or more a month file monthly – due the 20th day of the following month. Otherwise, file quarterly.
2. Taxes must be withheld on employees 16 years of age and older.

KENT -

If withholding amount per month is \$200 or more, file monthly – due the 15th day of the following month. Otherwise, file quarterly – due on or before the end of the month following the close of each quarter.

KETTLERSVILLE AND WESTON -

1. All filings must be made quarterly, regardless of the amount withheld.
2. Taxes must be withheld on employees 17 years of age and older.

LOCKLAND -

If withholding amount per month is:

1. Less than \$1,000, file quarterly.
2. More than \$1,000, file monthly - due the last day of the following month.
3. The under 18 rule does not apply. Taxes must be withheld regardless of age.

MAINEVILLE AND NEWTOWN -

If withholding amount is \$2,400 or more in the previous year or \$200 or more per month in the current year, file monthly - due the 15th day of the following month. Otherwise, file quarterly - due the last day of the following month.

MENTOR -

If withholding amount per month is \$100 or more, file monthly - due the 20th day of the following month. Otherwise, file quarterly - due on or before the last day of the following month.

MIDDLEPORT AND RIVERSIDE –

1. All filings must be made monthly regardless of the amount withheld.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

MILAN -

Monthly filings are due the 15th day of the following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.

NEW FRANKLIN -

If withholding amount per month is less than \$500, file quarterly - due the last day of the following month following the end of each quarter. Otherwise file monthly - due the 15th day of the following month.

OBERLIN -

If withholding amount per month is less than \$300, file quarterly - due the last day of the month following the end of each quarter. Otherwise file monthly - due the last day of the following month.

OTTAWA -

If withholding amount per month is \$10 or more, file monthly, otherwise file quarterly. Students 18 years of age or under earning less than \$600 per year are exempt.

PIKETON -

If withholding amount is less than \$300 per month or less than \$900 per quarter, file quarterly - due the last day of the month following the end of each quarter. Otherwise file monthly - due the 15th day of the following month.

**REYNOLDSBURG AND
REYNOLDSBURG E-ZONE-**

If withholding amount per month is:

1. Less than \$1,000, file quarterly.
2. More than \$1,000, but less than \$2,000, file monthly - due the 15th day of the following month.
3. \$2,000 or more, file semi-monthly - due three days after the 15th and three days after the last day of each month.

RIPLEY -

1. If withholding amount per quarter is less than \$100, file quarterly – due the last day of the following month following the end of each quarter. Otherwise, file monthly – due the 15th day of the following month.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

SABINA -

If the withholding amount per month is \$10 or more, file monthly. Otherwise file quarterly.

SILVERTON -

1. All filings may be made quarterly – due on or before the 15th day of the month following the close of each calendar quarter.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

STEBENVILLE -

If withholding amount per quarter is more than \$1,000, file monthly - due ten days after the close of each month. Otherwise file quarterly - due the last day of the following month.

SUNBURY -

1. If withholding amount was \$6,000 or more in the prior calendar year or more than \$500 in any month in the preceding quarter, file monthly - due five banking days after the end of each month.
2. If you are a temporary employer who will not conduct business in the village more than one year, file monthly - due the 15th day of the following month.
3. Otherwise, file quarterly - due the last day of the following month.

WELLSTON -

If withholding amount per quarter is less than \$300, file quarterly. Otherwise file monthly.

WILLOUGHBY AND WILLOUGHBY HILLS -

If withholding amount in the 1st or 2nd month in the quarter is \$100 or more, file monthly. Otherwise file quarterly - due the 20th day of the following month.

WILLSHIRE -

If withholding amount per month is \$300 or more, file monthly, otherwise file quarterly.

YELLOW SPRINGS -

Taxes must be withheld on employees 16 years of age and older.

YOUNGSTOWN -

1. If withholding amount in the 1st or 2nd month of a quarter is \$100 or more, file monthly - due the 20th day of following month, except the 3rd, 6th, 9th, and 12th months which are due the last day of the following month.
2. The under 18 rule does not apply. Taxes must be withheld regardless of age.

SPECIAL CHANGES

- * **ANDOVER** new member as of 11/1/08
- * **ASHVILLE** tax rate change from 0.50% to 1.00% as of 1/1/08
- * **AVON** tax rate change from 1.50% to 1.75% as of 1/1/08
- * **BROOKLYN** new member as of 1/1/09
- * **CLAYTON JEDD** new member as of 1/1/08
- * **COMMERCIAL POINT** new member & new tax as of 1/1/09
- * **EDISON** new member & new tax as of 1/1/09
- * **FREDERICKTOWN** new member as of 7/1/08
- * **GRANDVIEW HEIGHTS** tax rate change from 2.50% to 2.25% as of 1/1/09
- * **HUBER HEIGHTS** new member and tax rate change from 2.25% to 2.00% as of 1/1/09
- * **JACKSON CENTER** new member as of 11/1/08
- * **KENT** new member as of 1/1/09

- * **KETTLERSVILLE** new member & new tax as of 1/1/09
- * **LOCKBOURNE** new member & new tax as of 1/1/09
- * **MENTOR** new member as of 1/1/08
- * **MIDDLEPORT** new member as of 7/1/08
- * **NEW FRANKLIN** new member as of 1/1/08
- * **PERRY** new member as of 1/1/09
- * **PERRY JEDD** new member as of 1/1/09
- * **PORTAGE** new member & new tax as of 1/1/09
- * **RIPLEY** new member as of 10/1/08
- * **SILVERTON** new member as of 7/1/08
- * **SOUTH CHARLESTON** new member as of 12/1/08
- * **STRATTON** new member & new tax as of 8/1/08
- * **WILLOUGHBY** new member as of 1/1/08
- * **WILLOUGHBY HILLS** new member as of 1/1/09

2009 WITHHOLDING TAX TABLE

CODE	MUNICIPALITY	RATE	CODE	MUNICIPALITY	RATE	CODE	MUNICIPALITY	RATE
018	ADDYSTON	1.00	378	HUDSON	2.00	645	POWHATAN POINT	0.75
015	* ANDOVER	1.50	390	INDEPENDENCE	2.00	660	REMINDERVILLE	1.50
013	ARLINGTON HEIGHTS	2.10	340	* JACKSON CENTER	1.50	661	REMINDERVILLE /	
006	* ASHVILLE	1.00	377	JEWETT	1.00		TWINSBURG TOWNSHIP JEDD	1.50
010	AURORA	2.00	392	* KENT	2.00	662	REYNOLDSBURG	1.50
020	* AVON	1.75	338	* KETTLERSVILLE	1.00	663	REYNOLDSBURG E-ZONE	1.50
021	AVON LAKE	1.50	394	KIRTLAND	2.00	670	RICHMOND HEIGHTS	2.00
040	BAY VILLAGE	1.50	398	LAGRANGE	1.50	671	RICHWOOD	1.00
050	BEACHWOOD	1.50	401	LAKEMORE	2.00	669	RIDGEWAY	0.50
051	BEACHWOOD EAST JEDD	1.50	424	LITHOPOLIS	1.00	672	* RIPLEY	1.00
052	BEACHWOOD WEST JEDD	1.50	427	* LOCKBOURNE	1.00	680	RIVERSIDE	1.50
065	BEDFORD HEIGHTS	2.00	426	LOCKLAND	2.10	704	SABINA	1.00
086	BELLEVUE	1.50	440	LYNDHURST	1.50	707	SAINT PARIS	1.00
090	BENTLEYVILLE	1.00	450	MACEDONIA	2.00	712	SALINEVILLE	1.00
100	BEREA	2.00	451	MACEDONIA / NORTHFIELD		710	SANDUSKY	1.00
102	BETTSVILLE	1.00		CENTER TWP. JEDD	2.00	720	SEVEN HILLS	2.00
104	BEXLEY	2.00	454	MAINEVILLE	1.00	750	SHAKER HEIGHTS	1.75
110	BOSTON HEIGHTS	2.00	460	MAPLE HEIGHTS	2.50	749	SHAWNEE HILLS	2.00
130	BRECKSVILLE	2.00	466	MARTINS FERRY	0.75	751	SHEFFIELD LAKE	1.50
140	BROADVIEW HEIGHTS	2.00	480	MAYFIELD HEIGHTS	1.00	752	SHEFFIELD VILLAGE	1.50
150	* BROOKLYN	2.00	485	MAYFIELD VILLAGE	1.50	748	SHERWOOD	1.00
160	BROOKLYN HEIGHTS	2.00	486	MECHANICSBURG	1.00	756	SILVER LAKE	2.00
167	CAMPBELL	2.50	490	* MENTOR	2.00	757	* SILVERTON	1.25
168	CARDINGTON	1.00	500	MIDDLEBURG HEIGHTS	2.00	763	* SOUTH CHARLESTON	1.00
195	CECIL	1.00	503	* MIDDLEPORT	1.00	770	SOUTH EUCLID	2.00
192	CEDARVILLE	1.00	505	MILAN	0.50	769	SOUTH SOLON	1.00
194	CENTERBURG	1.00	513	CITY OF MILFORD	1.00	776	STUEBENVILLE	2.00
180	CHAGRIN FALLS	1.50	523	CITY OF MILFORD JEDD	1.00	764	* STRATTON	1.00
190	CIRCLEVILLE	1.50	507	MILFORD CENTER	1.00	775	STREETSBORO	1.00
193	CLAYTON	1.50	509	MINERVA PARK	1.00	780	STRONGSVILLE	2.00
197	* CLAYTON JEDD	1.50	515	MOGADORE	2.00	779	SUNBURY	1.00
224	* COMMERCIAL POINT	1.00	520	MORELAND HILLS	1.00	794	TONTOGANY	1.00
223	CORWIN	0.50	528	MOUNT STERLING	1.00	792	TORONTO	2.00
250	CUYAHOGA HEIGHTS	2.00	535	NEW ALBANY	2.00	790	TWINSBURG	2.00
270	EAST CLEVELAND	2.00	504	NEW BLOOMINGTON	1.00	797	UHRICHSVILLE	1.75
268	EAST PALESTINE	1.00	554	* NEW FRANKLIN	1.00	800	UNIVERSITY HEIGHTS	2.50
271	* EDISON	0.50	525	NEW WATERFORD	1.00	802	UPPER ARLINGTON	2.00
277	ELYRIA	1.75	540	NEWBURGH HEIGHTS	2.00	806	URBANCREST	2.00
282	ELYRIA TOWNSHIP /		561	NEWTOWN	1.00	810	VALLEY VIEW	2.00
	CITY OF ELYRIA JEDD	1.75	549	NORTH LEWISBURG	1.00	815	VERMILION	1.00
287	FAIRBORN	1.50	550	NORTH OLMSTED	2.00	821	WAKEMAN	1.00
291	FAIRPORT HARBOR	2.00	570	NORTH ROYALTON	2.00	834	WELLSTON	1.00
300	FAIRVIEW PARK	2.00	580	OAKWOOD VILLAGE	2.00	839	WELLSVILLE	1.00
304	FORT JENNINGS	1.00	585	OBERLIN	1.90	841	WEST ELKTON	1.00
308	* FREDERICKTOWN	1.00	590	OLMSTED FALLS	1.50	840	WESTLAKE	1.50
310	FREMONT	1.50	589	OLMSTED JEDD	1.50	842	WESTON	1.00
319	GALENA	1.00	600	ORANGE VILLAGE	2.00	870	* WILLOUGHBY	2.00
317	GALION	2.00	601	ORANGE-CHAGRIN-		880	* WILLOUGHBY HILLS	1.50
320	GARFIELD HEIGHTS	2.00		HIGHLANDS JEDD	2.00	890	WILLOWICK	2.00
346	GIRARD	2.00	606	OTTAWA	1.00	892	WILLSHIRE	1.00
347	GLENWILLOW	2.00	609	OXFORD	1.75	894	WINTERSVILLE	1.00
350	GRAFTON	1.50	650	PEPPER PIKE	1.00	900	WOODMERE	2.00
357	* GRANDVIEW HEIGHTS	2.25	654	* PERRY	1.00	901	WOODSTOCK	1.00
358	GROVE CITY	2.00	664	* PERRY JEDD	1.00	904	WORTHINGTON	2.00
364	HASKINS	1.00	637	PIKETON	1.00	906	YELLOW SPRINGS	1.50
370	HIGHLAND HEIGHTS	2.00	640	PLAIN CITY	1.00	907	YOUNGSTOWN	2.75
371	HILLIARD	2.00	644	* PORTAGE	1.00			
384	* HUBER HEIGHTS	2.00	648	POWELL	0.75			

CHANGES TO THE OHIO REVISED CODE 718.03

The State legislature has amended the Ohio Revised Code 718.03 (municipal income tax) to require that all employers withhold on the same wage base (known as “Qualifying Wages”) for municipal income tax purposes. This amendment is contained in House Bill 95 (2003) effective January 1, 2004. Beginning on that date, all employers must withhold municipal income tax as follows:

The tax and withholding base begins with Medicare wage base (Box 5). Please note the following guidelines illustrated below:

- i. Supplemental unemployment compensation benefits described in Section 3402(o)(2) of the IRC are taxable.
- ii. Add compensation of pre-1986 employees that is not in the Medicare wage base solely because of the Medicare grandfathering provision.
- iii. IRC Section 125 “Cafeteria” plans are not taxable.

The required base may be modified, on a municipality-by-municipality basis, if the municipality, by resolution or ordinance, exempts from the tax and from withholding (i) stock options and/or (ii) non-qualified deferred compensation amounts.