### Pension Plan Limits

#### Salary Deferral (pretax) Limits

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>2022</th>
<th>2021</th>
<th>IRC Ref.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SIMPLE</td>
<td>$20,500</td>
<td>$19,500</td>
<td>§402(g)(1)</td>
</tr>
<tr>
<td>State/Local gov't; tax exempts</td>
<td>$20,500</td>
<td>$19,500</td>
<td>§402(p)(2)(E)</td>
</tr>
<tr>
<td>401(k) catch-up contributions</td>
<td>$6,500</td>
<td>$6,500</td>
<td>§414(v)(2)(B)(ii)</td>
</tr>
<tr>
<td>Other catch-up contributions</td>
<td>$3,000</td>
<td>$3,000</td>
<td>§414(v)(2)(B)(ii)</td>
</tr>
</tbody>
</table>

#### Federal Minimum Wage Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Fund</th>
<th>Wage Limit</th>
<th>Rate</th>
<th>Max Tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>EE OASDI</td>
<td>$140,000</td>
<td>11.80%</td>
<td>$1,680</td>
</tr>
<tr>
<td>2022</td>
<td>EE HI</td>
<td>Above $200,000</td>
<td>3.65%</td>
<td>No Limit</td>
</tr>
<tr>
<td>2022</td>
<td>EE HI</td>
<td>Up to $200,000</td>
<td>3.65%</td>
<td>No Limit</td>
</tr>
<tr>
<td>2021</td>
<td>EE OASDI</td>
<td>$145,000</td>
<td>11.80%</td>
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</tr>
<tr>
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<td>EE HI</td>
<td>Above $200,000</td>
<td>3.65%</td>
<td>No Limit</td>
</tr>
<tr>
<td>2021</td>
<td>EE HI</td>
<td>Up to $200,000</td>
<td>3.65%</td>
<td>No Limit</td>
</tr>
</tbody>
</table>

#### Federal Unemployment

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage Limit</th>
<th>Rate</th>
<th>Max Credit</th>
<th>Deposit Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>$7,000.00</td>
<td>6.00%</td>
<td>5.40%</td>
<td>0.60%</td>
</tr>
<tr>
<td>2021</td>
<td>$7,000.00</td>
<td>6.00%</td>
<td>5.40%</td>
<td>0.60%</td>
</tr>
</tbody>
</table>

#### Social Security (OASDI) & Medicare (HI) Tax

<table>
<thead>
<tr>
<th>Year</th>
<th>Fund</th>
<th>Wage Limit</th>
<th>Rate</th>
<th>Max Tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>EE OASDI</td>
<td>$140,000</td>
<td>11.80%</td>
<td>$1,680</td>
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</tr>
<tr>
<td>2021</td>
<td>EE HI</td>
<td>Up to $200,000</td>
<td>3.65%</td>
<td>No Limit</td>
</tr>
</tbody>
</table>

#### Tax Free Commuting Benefits (per month)

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Parking</td>
<td>$280</td>
<td>$270</td>
</tr>
<tr>
<td>Transit Passes</td>
<td>$280</td>
<td>$270</td>
</tr>
<tr>
<td>Van Pools</td>
<td>$280</td>
<td>$270</td>
</tr>
<tr>
<td>Bicycle</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

#### Disability Wage Bases

<table>
<thead>
<tr>
<th>State/Local gov't</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>$145,600</td>
<td>$128,298</td>
</tr>
<tr>
<td>Hawaii (wkly)</td>
<td>$1,200.30</td>
<td>$1,102.90</td>
</tr>
<tr>
<td>New Jersey</td>
<td>$151,900</td>
<td>$138,200</td>
</tr>
<tr>
<td>Connecticut</td>
<td>$147,000</td>
<td>$142,800</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>$138,000</td>
<td>$130,000</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>$147,000</td>
<td>$142,800</td>
</tr>
</tbody>
</table>

#### Employee Benefit Limits

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Election</td>
<td>$5,000</td>
</tr>
<tr>
<td>Maximum Limit</td>
<td>$2,850</td>
</tr>
</tbody>
</table>

#### Information Aids

- **General Info**: 1-800-829-1040
- **Forms**: 1-800-829-3676
- **Info Reporting Hotline**: 1-866-455-7438
- **Assistance for Businesses**: 1-800-829-4933
- **Website**: www.irs.gov
- **EFTPS Customer Service**: 1-800-555-4477
- **Batch Customer Service**: 1-800-945-0966
- **Website**: www.eftps.gov

#### Social Security Administration

- **General Info**: 1-800-772-1213
- **Employer Reporting Center**: 1-800-772-6270
- **Website**: www.ssa.gov
- **Reporting Website**: ssa.gov/employer

#### Department of Health & Human Services

- **Website**: www.hhs.gov

#### Department of Justice

- **Website**: www.uscis.gov

#### Federal Register

- **General Info**: 1-800-829-3676

#### Internal Revenue Service (IRS)

- **Website**: www.irs.gov

#### Social Security Administration

- **Website**: www.ssa.gov

#### US Citizenship & Immigration

- **General Info**: 1-800-375-5283
- **Website**: www.uscis.gov

#### American Payroll Association

- **General Info**: 1-800-210-226-4601 (SA Office)
- **Website**: www.americanpayroll.org

#### US Immigration & Customs Enforcement

- **Website**: www.ice.gov

#### Office of Child Support Enforcement

- **Website**: www.acf.hhs.gov/css

#### Department of Health & Human Services

- **Website**: www.hhs.gov

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**Do you know your potential COBRA liability?**

- IRS penalty: $100 per day violation, $200 per day per family
- ERISA penalty: $110 per day, per violation
- Claims penalty: Employer must pay claims to "make the person whole"
- Damage Levied by a judge in litigation
- Attorney Fees: awarded by the judge
- Avg. cost to defend COBRA Litigation is $45,000

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**2022 Tax Facts**

- **$7.25 / hr (as of 7/24/2022)**

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**Inflation Adjusted Tax Facts 2022**

- Federal Tax Tables
- Social Security (OASDI) & Medicare (HI) Tax
- Federal Minimum Wage Rates 2022
- Federal Unemployment
- Disability Wage Bases
- Employee Benefit Limits
2022 Calendar

January 2022

February 2022

March 2022

April 2022

May 2022

June 2022

July 2022

August 2022

September 2022

October 2022

November 2022

December 2022

Dark Blue Calendar Dates 25 Denotes National/Bank Holiday. Allow an extra day for Direct Deposit and Tax Filing.

Jan 01: New Year’s Day
Jan 17: MLK Jr Day
Feb 21: Presidents’ Day
May 30: Memorial Day
June 19: Juneteenth (Observed June 20)
July 04: Independence Day
Sept 05: Labor Day
Oct 10: Columbus Day
Nov 11: Veterans Day
Nov 24: Thanksgiving
Dec 25: Christmas Day (Observed December 26)
Jan 01/23: New Year’s Day (Observed January 2)

HQ Office: 1 Carando Drive, Springfield, MA 01104
Office Hours: M–F 8AM–5PM
Phone: 1-866-658-8800
Processing Hours: M–Th 8AM–3PM
Fri 8AM–1PM
Fax: 1-866-705-3300
CompletePayrollSolutions.com