



Important Changes for 2022 Payroll

Prepare now for the following payroll changes that will take effect on January 1, 2022, and also consider some actions to take before year-end.

2021 Payroll Changes

Social Security Wage Base. The 2022 wage base will be \$147,000. The employee and employer match will be 6.2%. The maximum deduction will be \$9,114 ($\$147,000 \times 6.2\%$).

Medicare Tax. As in prior years, there is no limit to the wages subject to the Medicare Tax; therefore, all covered wages are still subject to the 1.45% tax. Wages paid in excess of \$200,000 will be subject to an extra 0.9% Medicare tax that will be withheld only from employees' wages.

Dependent Care Limits. The American Rescue Plan increased the maximum exclusion from gross income under the dependent care program from \$5,000 to \$10,500 for tax year 2021 only.

Health Flexible Spending Arrangements. The dollar limitation on voluntary employee salary reductions for contributions to a health flexible spending arrangement (FSA) is \$2,850.

IRA Contribution Limits. The 2022 contribution limit for Simple IRAs is \$14,000. The catch-up contribution for those age 50 or older by December 31, 2022, is \$3,000.

Health Savings Accounts. HSAs are for eligible individuals in a high deductible health plan. The maximum annual contribution that can be made to an HSA in 2022:

Individual: \$3,650

Family: \$7,300

Catch-up contributions: Individuals 55 and older can make additional catch-up contributions to an HSA until they are enrolled in Medicare. The additional allowable contribution is \$1,000.

401(k), 403(b) and 457

Contribution Limits. The contribution limit for these plans' employee deferrals is \$20,500. The catch-up contribution for those age 50 or older by December 31, 2022, is \$6,500.

Federal Standard Mileage Rates. The 2022 mileage rates are 58.5 cents per mile for business miles driven.

Items to Consider Before December 31, 2021

~ **Employer HSA contributions.** Employer contributions to a Health Savings Account, including employee contributions made through a cafeteria plan, are reported on Form W-2 in Box 12 with Code W.

~ **Group Term Life Insurance.** If you provide group term life insurance in excess of \$50,000 of coverage, calculate the taxable benefit and add it to the employees' wages prior to preparing W-2s.

~ **S Corp Health Insurance Premiums.** If you are organized as an S Corporation, include company-paid health insurance premiums for each shareholder on their W-2s.

~ Pension limits for 2021

- **IRA Contribution Limits.** The 2021 contribution limit for Simple IRAs is \$13,500. The catchup contribution for those age 50 or older by December 31, 2021, is \$3,000.

- **401(k), 403(b) and 457 Contribution Limits.** The contribution limit for these plans' employee deferrals is \$19,500. The catch-up contribution for those age 50 or older by December 31, 2021, is \$6,500.

~ **Verify social security card and payroll name match.** If any of your employees are currently using a name that does not match their Social Security card due to marriage, divorce, citizenship change or any other reason, they need to obtain a new card from the Social Security Administration (SSA).

~ **1099 NEC.** A new tax form to report non-employee compensation. It replaces what was reported in Box 7 of the 1099 Misc. in past years.

~ **Software updates.** If you process your own payroll, please ensure you are using the correct employee payroll tax withholding rates before processing the first payroll in 2022. Be sure all necessary updates have been completed and you are on the most recent version. For help, contact your software provider.

~ **Auto usage.** If your employee uses a company vehicle, calculate this taxable benefit and add the amount to the employee's wages prior to preparing W-2s.

~ Form W-4

- Employers should remind employees to file an amended W-4 if their filing status, exemptions or exempt status has changed during the year.

- If you have employees claiming exempt from federal withholding on their 2020 Form W-4, this form expires January 31, 2022. A new form is required by February 15, 2022. You may download a W-4 at www.irs.gov or you may contact our office.

~ Be certain your W-2s are compliant.

- Include all taxable fringes in the year-end payroll.
- If you issued more than 250 W-2s in 2021, then 2021 W-2s must include reporting the cost of employer-sponsored health insurance in Box 12.

- W-2 forms must be submitted electronically if your company has more than 250 W-2s.

- If you have third-party sick pay, determine who is responsible for preparing the W-2s.

- Qualified sick and family leave wages paid to employees under the FFCRA are to be reported in Box 14.