

2022 IRS Limits on Retirement Plans

Highlights: The 401(k) deferral limit increased to \$20,500. The FICA taxable wage base increased to \$147,000. The maximum plan compensation limit increased to \$305,000 and the maximum annual addition increased to \$61,000.

Indexed Plan Limits

	<i>2022</i>	<i>2021</i>
Deferral Limits		
401(k) Plan or SAR-SEP	\$ 20,500	\$ 19,500
403(b) Plan or 457 Plan	20,500	19,500
Catch-Up Contribution, 401(k)/403(b)/457	6,500	6,500
SIMPLE Plan	14,000	13,500
SIMPLE Plan Catch-Up Contribution	3,000	3,000
Individual Retirement Accounts (IRAs)		
Traditional, Roth, Spousal (earnings limits apply)	6,000	6,000
Catch-Up Contributions, IRA	1,000	1,000
Section 415 Limit		
Defined Contribution Plans	61,000	58,000
Defined Benefit Plans	245,000	230,000
Compensation Test		
Highly Compensated Employees	135,000	130,000
Key Employee-Top Heavy Plan	200,000	185,000
Includible Compensation		
Maximum Qualified Plan Compensation	305,000	290,000
SEP Compensation	305,000	290,000
SEP Earnings Threshold	650	650
Limited Governmental Plans (pre 7/1/93)	450,000	430,000
FICA Taxable Wage Base		
Social Security (Tax Rate 6.20%)	147,000	142,800
Medicare (Tax Rate 1.45%)	No limit	No limit

Earnings Ceiling for Social Security

	<u>2022</u>	<u>2021</u>
Below FRA*	\$19,560	\$18,960
Attainment of FRA* (prorated)	\$51,960	\$50,520
Above FRA*	Unlimited	Unlimited

* Full Retirement Age (FRA)
 age 66 and 2 months for those born in 1955
 age 66 and 4 months for those born in 1956
 (FRA will gradually rise to 67 for those born 1960 or later)



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