

Below are the benefit tax amounts for 2022, as recently announced by the IRS and the Social Security Administration. Please share with others in your department who may be interested.

**Social Security Tax** (*Fed EE Social Security* on your paystub)

Current: 6.2% on taxable wage base of \$142,800. Maximum \$8,853.60 for the year.

**NEW 1-1-2022: Same 6.2%, but taxable wage base increases to \$147,000. Maximum \$9,114 for the year.**

**Medicare Tax** (*Fed EE Medicare* on your paystub)

**No change.** Remains 1.45% on all taxable wages. Additional 0.9% Medicare Tax is deducted when YTD earnings reach \$200,000.

**UA Retirement Plan Limits**

Maximum UAMS employer contribution remains 10% per paycheck, within applicable IRS limits.

UAMS contributions will only be made on your first **\$305,000** of earnings in 2022. This is based on the IRS 401(a) Annual Compensation Limit, which for the current year is \$290,000. UAMS contributions will cease for the remainder of the tax year once your compensation reaches this amount (or earlier if the 415c limit is reached). Your required 5% contribution also stops when YTD compensation reaches this point. This limit does not impact your personal voluntary contributions.

**Maximum Deferral Limit increases from \$19,500 to \$20,500. The additional age 50 catch-up limit remains \$6,500.**

These limits on your personal, voluntary contributions apply separately to the 403(b) and 457(b) plans. That means you enjoy double the limit. An employee under the age of 50 could voluntarily contribute \$20,500 x 2 for a total of **\$41,000**, all pre-tax and/or Roth after-tax. An individual 50 or older could voluntarily contribute \$20,500 + \$6,500, x 2, for a total of **\$54,000**. Only your voluntary contributions apply to this limit. The 5% required is excluded.

**IMPORTANT:** If you make tax-deferred contributions to another employer plan – such as the VA Thrift Savings Plan, or to another employer plan in the same year you make contributions at UAMS – it is your responsibility to make sure your combined contributions don't exceed the Maximum Deferral Limit. If you give us an estimate of your other employer contributions at the beginning of each tax year, we can assist you.

Visit our [Retirement Plan website](#) for additional information, including the form to change your contribution. You can change how much you want to voluntarily contribute at any time.