

PNI•HCM

GovConPay
Focus Matters

Contribution Limits & Deadlines

**Stay
Compliant
in 2025!**

Limits for 2025

The IRS has published the following limits for 2025 including increases in 401k, spending accounts and more!

Deadlines

Please see important Payroll and ACA deadlines to aid in a successful Year-End



Contribution Limits

Benefit	Limit
Social Security Wage Base	\$176,1000
Social Security Rate	6.2%
Medicare Rate	1.45%
	Highly Compensated 200k Threshold - 2.35%
Highly Compensated Employee Income Limit	\$160,000
Minimum Salary Exempt Employee	\$58,656
Highly Compensated Employee (HCE)	\$151,164
Deferred Compensation Wage Limit	\$350,000
401(k) / 403(B) / 457 / SARSEP	\$23,500
Catch-up 401(k) / 403(B) / 457 SARSEP (50 or older)	\$7,500
Catch-up (ages 60-63 in 2025)	\$11,250
SIMPLE Retirement Plan 408(p) (2) (E)	\$16,000
Catch-up SIMPLE (50 or older)	\$3,500
IRA	\$7,000
IRA Catch-Up (50 or older)	\$1,000
Health Spending Account (HSA)	HDHP - Individual \$4,300 HDHP - Family \$8,550
HSA Catch-up (55 or over)	\$1,000
Flexible Spending Account	\$3,300
Dependent Care FSA	\$5,000, \$2,500 if married and filing separately
Parking & Transportation (monthly)	\$325
Adoption	\$17,280
Qualified Small Employer Health Reimbursement Arrangement (QSERA)	(Single) \$6,350 (Family) \$12,800
ACA - Federal Poverty Level	(Affordability Percentage) 9.02% (Max Monthly FPL) \$113.20
	AK & HI Slightly Higher

Numbers as of 11/1 - SUBJECT TO CHANGE ;

Important: Secure 2.0 will have add'l limits and age specifics.

Tax Table Notification: PNI•HCM will update our tax tables accordingly

Year-End Deadlines

Deadline	Task
11/28/2024 - 11/29-2024	PNI & GCP closed - Thanksgiving Holiday*
12/01/2024	Review your payroll processing calendar for 2025 on the Client Landing Page. Contact support@pnhcm.com for any updates.
12/01/2024	Verify accuracy of company's legal name & tax ID numbers. Review your Payroll Summary Report.
12/06/2024	Last day to process bonus payrolls.
12/06/2024	Return signed OR complete Year-End Authorization Form (https://www.surveymonkey.com/r/QKHB8YV).
12/25/2024	PNI & GCP closed - Christmas Holiday*
Last 2024 payroll	Review employee addresses & SSN. All changes should be entered prior to submission. Look at the employee W-2 Preview Report. Reporting > Client Reports > Employee W-2 Report.
Last 2024 payroll	Send Third Party Sick Pay to Support at support@pnhcm.com or support@govconpay.com; You may reach out to Third Party Provider for needed reports in advance of 12/31.
Last 2024 payroll	Enter Adjustments to ensure W-2s are accurate - ALL ADJUSTMENTS NEED TO BE SUBMITTED . Any adjustments past this date will have fees assessed.
12/27/2024	Final approval of W-2 Preview Report. Accessible in Year-End Reports.
12/27/2024	Final requests for W-2 adjustments.
12/27/2024	Request W-2 deferred printing (must be received in writing.)
12/27/2024	Last day for 2024 payroll processing.
01/1/2025	PNI & GCP closed - Happy New Year!*
01/10/2025	ACA - Approve ACA Forms
01/31/2025	W-2s / 1099 forms must be provided to employees.
03/03/2025	Postmark 1095s to employees (Client)
03/31/2025	PNI•HCM will electronically file 1094 / 1095 information to IRS

***Important: Please see the Year End Guide to see Thanksgiving Holiday processing schedule deadlines (on your client landing page in isolved starting 11/8)**

At PNI•HCM, we look forward to supporting your company through a successful year-end. Thank you for being a dedicated and valued client.

We appreciate you.

PNI•HCM



Don't forget, we have resources for you:

<https://www.pnihcm.com/payroll-year-end-resources>