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2022 Benefits Plan Guide

Annual Benefit Plan Limits for 2022

Benefits and Contributions	2021 Limit	2022 Limit
Flexible Spending Account (FSA)		
Employee health FSA pretax contribution	$2,750	$2,850
Dependent care FSA household contribution	$10,500	$5,000
Maximum carryover for unused healthcare FSA amounts	$550	$570
Health Savings Account (HSA)		
High deductible plan minimum deductible: Single Coverage Family Coverage	 $1,400 $2,800	 $1,400 $2,800
High deductible plan maximum out-of-pocket: Single Coverage (in-network) Family Coverage (in-network)	 $7,000 $14,000	 $7,050 $14,100
Annual contribution maximum: Single Coverage Family Coverage	 $3,600 $7,200	 $3,650 $7,300
Catch-up contributions	$1,000	$1,000
Out-of-pocket Maximum for Essential Health Benefits		
Maximum out-of-pocket costs for in-network essential health benefits (Non-grandfathered plans only)	For plan years beginning 2021: Self-only: $8,550 Family: $17,100	For plan years beginning 2022: Self-only: $8,700 Family: $17,400

(Continued)	2021 Limit	2022 Limit
PCORI		
Patient centered outcomes research (PCORI) fee	For fees due in 2021: $2.54 for plan years ending Jan. 31, 2020 to Sept. 30, 2020. $2.66 for plan years ending Oct. 31, 2020 to Dec. 31, 2020	For fees due in 2022: $2.66 for plan years ending Jan. 31, 2021 to Sept. 30, 2021. Fee TBD for plan years ending Oct. 31, 2021 through Dec. 31, 2021.
Employer pay or play penalties		
4980H(a) Penalty: Coverage not offered to 95% (or all but 5) of full-time employees	$2,700	Estimated to be $2,750
4980H(b) Penalty: Coverage offered, but unaffordable or is not minimum value	$4,060	Estimated to be $4,120
Affordability safe harbor	9.83%	9.61%
Qualified Transportation Fringe Benefit Exclusion		
Transit passes & vanpooling	$270 per month	$280 per month
Qualified parking	$270 per month	$280 per month

Retirement

Benefits and Contributions	2021 Limit	2022 Limit
Elective deferrals to 401(k), 403(b) and 457(b) plans	$19,500	$20,500
SIMPLE retirement account salary deferrals	$13,500	$14,000
Catch-up contributions to: **401(k), 403(b) & 457(b) plans** (Additional rules may apply to 457(b) plans) **SIMPLE retirement accounts**	 $6,500 $3,000	 $6,500 $3,000
Maximum defined contribution plan annual contribution	$58,000	$61,000
Maximum annual benefit from defined benefit pension plans	$230,000	$245,000

(Continued)	2021 Limit	2022 Limit
Maximum annual compensation taken into account	$290,000	$305,000
Compensation limit for "highly compensated employees"	$130,000	$135,000
Deductible amount for individual making qualified retirement contributions to an IRA §219(b)(5)(a)	$6,000	$6,500
Dollar limit for "key employees" for top-heavy purposes	$185,000	$200,000
Social Security taxable wage based	$142,800	$147,000

Key Welfare Plan Filling Deadlines for 2022

Deadlines	
ACA employer mandate reporting **Forms 1095-C to ACA full-time employees**	January 31, 2022
Forms 1095-C or -B to primary insured under self-funded coverage	January 31, 2022
Forms 1095-C and/or -B with 1094-C and/or -B transmittal to IRS	February 28 of paper submission March 31 if e-filed (Must e-file if submitting 250 or more reports, unless a waiver is obtained.)
Forms 5500	Seven months after close to the ERISA plan year.* *A 2½-month extension is available by filing form 5558 by initial due date.
Medicare part D creditable and/or noncreditable coverage notice	**To CMS:** 60 days after beginning of the contract year or ERISA plan year. **To Members:** By Oct. 15, unless supplied within prior to 12 months; also due upon material change in Rx coverages, and upon request

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