

Salary Deferral (pretax) Limits	2023	2022	IRC Ref.
§401(k)/§403(b)/SEP/§501(c)(18)(D)	\$22,500	\$20,500	§402(g)(1)
SIMPLE Plans	\$15,500	\$14,000	§408(p)(2)(E)
State/Local gov't; tax exempts	\$22,500	\$20,500	§457(E)(15)
401(k) catch-up contributions	\$7,500	\$6,500	§414(v)(2)(B)(i)
Other catch-up contributions	\$3,500	\$3,000	§414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits	2023	2022	IRC Ref.
Defined benefit plans	\$265,000	\$245,000	§415(b)(1)(A)
Defined contribution plans	\$66,000	\$61,000	§415(c)(1)(A)
Compensation Limits	2023	2022	IRC Ref.
Qualified plans	\$330,000	\$305,000	§401(a)(17)
Collectively bargained	\$330,000	\$305,000	§401(a)(17)
Governmental plans	\$490,000	\$450,000	§401(a)(17)
Highly Compensated Levels	2023	2022	IRC Ref.
At any time 5% owner			§414(q)1(A)
Any employee	\$150,000	\$135,000	§414(q)1(B)
One of top-paid employees			§414(q)1(B)
Key Employee Levels	2023	2022	IRC Ref.
Highly Compensated employee/officer	\$215,000	\$200,000	§416(i)(1)(A)(i)
10 highest paid employees with largest interest			§416(i)(1)(A)(ii)
5% owner			§416(i)(1)(A)(iii)
1% owner			§416(i)(1)(A)(iv)
SEP Plans	2023	2022	IRC Ref.
Mandatory plan participation	\$750	\$650	§408(k)(2)(C)
Compensation amount	\$330,000	\$305,000	§408(k)(3)(C)
Collectively bargained	\$330,000	\$305,000	§408(k)(3)(C)
ESOP	2023	2022	IRC Ref.
Threshold for exception to 5-yr distribution requirement	\$1,330,000	\$1,230,000	§409(o)(1)(C)(ii)
Incremental amount for distribution	\$265,000	\$245,000	§409(o)(1)(C)(ii)
Control Employees	2023	2022	IRC Ref.
Private sector			
Board or shareholder-appointed or elected official	\$130,000	\$120,000	§416(i)(1)(A)(i)
Any employee	\$265,000	\$245,000	§416(i)(1)(A)(iii)
Governmental employee			§416(i)(1)(A)(iv)

Federal Minimum Wage Rates 2023				
\$7.25 / hr (as of 7/24/2009)				
Social Security (OASDI) & Medicare (HI) Tax				
Year	Fund	Wage Limit	Rate	Max Tax
2023	EE OASDI	\$160,200	6.20%	\$9,932.40
	EE HI	Above \$200,000	2.35%	No Limit
	EE HI	Up to \$200,000	1.45%	No Limit
2022	EE OASDI	\$147,000	6.20%	\$9,114.00
	EE HI	Above \$200,000	2.35%	No Limit
	EE HI	Up to \$200,000	1.45%	No Limit
EE HI	All Wages	1.45%	No Limit	
Tax Free Commuting Benefits (per month)				
		2023	2022	
Employee Parking		\$300	\$280	
Transit Passes		\$300	\$280	
Van Pools		\$300	\$280	
Bicycle		N/A	N/A	
Federal Unemployment				
Year	Wage Limit	Rate	Max Credit	Deposit Rate
2023	\$7,000.00	6.00%	5.40%	0.60%
2022	\$7,000.00	6.00%	5.40%	0.60%
Federal Mileage Rates				
		2023	2022	
Business Mileage		\$0.655	\$0.625	
Relocation		\$0.22	\$0.22	
Charitable		\$0.14	\$0.14	
Medical		\$0.22	\$0.22	
Disability Wage Bases				
		2023	2022	
California		\$153,164	\$145,600	
Hawaii (wkly)		\$1,318.48	\$1,200.30	
New Jersey		\$156,800	\$151,900	
Connecticut		\$160,200	\$147,000	
Rhode Island		\$84,000	\$81,500	
Massachusetts		\$160,200	\$147,000	

Information Aids	Internal Revenue Service (IRS)		US Citizenship & Immigration	
	General Info	1-800-829-1040	Website	www.uscis.gov
	Forms	1-800-829-3676	General Info	1-800-375-5283
	Info Reporting Hotline	1-866-455-7438	American Payroll Association	
	Assistance for Businesses	1-800-829-4933	Website	www.americanpayroll.org
	Website	www.irs.gov	General Info	1-210-226-4601 (SA Office)
	EFTPS Customer Service	1-800-555-4477	US Immigration & Customs Enforcement	
	Batch Customer Service	1-800-945-0966	Website	www.ice.gov
	Website	www.eftps.gov	Office of Child Support Enforcement	
	General Info	1-800-772-1213	Website	www.acf.hhs.gov/css
Employer Reporting Center	1-800-772-6270	Department of Health & Human Services		
Website	www.ssa.gov	Website	www.hhs.gov	
Reporting Website	ssa.gov/employer			

Employee Benefit Limits	
Flexible Spending Account for Dependent Care:	Maximum Election is \$5,000
Flexible Spending Account for Medical Reimbursement:	Maximum Limit is \$3,050
Health Savings Account (HSA) Contributions:	The maximum annual HSA contribution is the lesser of 100% of the deductible under the high deductible health plan (HDHP) or \$3,850 for self-only coverage and \$7,750 for family coverage.
Health Savings Savings Account (HSA) catch up contributions:	Individuals who have attained age 55 by the end of the taxable year are eligible for a \$1,000 catch up contribution.
Do you know your potential COBRA liability?	<ul style="list-style-type: none"> • IRS penalty: \$100 per day violation, \$200 per day per family • ERISA penalty: \$110 per day, per violation • Claims penalty: Employer must pay claims to "make the person whole" • Damage Levied by a judge in litigation • Attorney Fees: awarded by the judge • Avg. cost to defend COBRA Litigation is \$45,000

January

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

February

Su	Mo	Tu	We	Th	Fr	Sa
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	1	2	3	4
5	6	7	8	9	10	11

March

Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

April

Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

May

Su	Mo	Tu	We	Th	Fr	Sa
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

June

Su	Mo	Tu	We	Th	Fr	Sa
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

July

Su	Mo	Tu	We	Th	Fr	Sa
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

August

Su	Mo	Tu	We	Th	Fr	Sa
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

September

Su	Mo	Tu	We	Th	Fr	Sa
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

October

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

November

Su	Mo	Tu	We	Th	Fr	Sa
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
3	4	5	6	7	8	9

December

Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Dark Blue Calendar Dates **25** Denotes National/Bank Holiday. Allow an extra day for Direct Deposit and Tax Filing.

Jan 01: New Year's Day
(Observed January 2)
Jan 16: MLK Jr Day

Feb 20: Presidents' Day
May 29: Memorial Day
June 19: Juneteenth

July 4: Independence Day
Sept 4: Labor Day
Oct 9: Columbus Day

Nov 11: Veterans Day (Observed
November 10)
Nov 23: Thanksgiving
Dec 25: Christmas Day