

**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%
Minimum Salary Exempt Employee	\$35,558
Highly Compensated Employee (HCE)	\$107,432
Highly Compensated Employee Income Limit	\$160,000
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	<b>PNI &amp; GCP closed - Thanksgiving Holiday*</b>
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 ( <a href="https://www.surveymonkey.com/r/QKHB8YV">https://www.surveymonkey.com/r/QKHB8YV</a> ).
12/25/2024	<b>PNI &amp; GCP closed - Christmas Holiday*</b>
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 - <b>ALL ADJUSTMENTS NEED TO BE SUBMITTED</b> . 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	<b>Final requests for W-2 adjustments.</b>
12/27/2024	Request W-2 deferred printing (must be received in writing.)
12/27/2024	<b>Last day for 2024 payroll processing.</b>
01/1/2025	<b>PNI &amp; GCP closed - Happy New Year!*</b>
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.**



**Don't forget, we have resources for you:**

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