

PNI•HCM

GovConPay
Focus Matters

Contribution Limits & Deadlines

**Stay
Compliant
in 2026!**

Limits for 2026

The IRS has published the following limits for 2026 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	\$184,500
Social Security Rate	6.2%
Medicare Rate	1.45%
	Highly Compensated 200k Threshold - 2.35%
Minimum Salary Exempt Employee	\$684 /week
Highly Compensated Employee (HCE)	\$160,000
Highly Paid Individual (Secure 2.0)	>\$150,000
Deferred Compensation Wage Limit	\$360,000
401(k) / 403(B) / 457 / SARSEP	\$24,500
Catch-up 401(k) / 403(B) / 457 SARSEP (50 or older)	\$8,000
Catch-up (ages 60-63 in 2026)	\$11,250
SIMPLE Retirement Plan 408(p) (2) (E)	\$17,000
Catch-up SIMPLE (50 or older)	\$4,000
Catch-up SIMPLE (ages 60-63 in 2026)	\$5,250
IRA	\$7,500
IRA Catch-Up (50 or older)	\$1,100
Health Spending Account (HSA)	HDHP - Individual \$4,400 HDHP - Family \$8,750
HSA Catch-up (55 or over)	\$1,000
Flexible Spending Account	\$3,400
Dependent Care FSA	\$7,500, \$3,750 if married and filing separately
Parking & Transportation (monthly)	\$340
Adoption	\$17,670
Qualified Small Employer Health Reimbursement Arrangement (QSERA)	(Single) \$6,450 (Family) \$13,100
ACA - Federal Poverty Level	(Affordability Percentage) 9.96% (Max Monthly FPL) \$129.89

**Numbers as of 11/13 or estimated changes - 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

11/27/2025 -

PNI & GCP closed - Thanksgiving Holiday*

11/28/2025

12/05/2025

Review your payroll processing calendar for 2026 on the Client Landing Page. Contact support@pnihcm.com for any updates.

12/05/2025

Verify accuracy of company's legal name & tax ID numbers.
Review your Payroll Summary Report.

12/05/2025

Last day to process bonus payrolls.

12/05/2025

Return signed OR complete Year-End Authorization Form (<https://www.surveymonkey.com/r/QKHB8YV>).

12/25/2025

PNI & GCP closed - Christmas Holiday*

Last 2025 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 2025 payroll

Send Third Party Sick Pay to Support at support@pnihcm.com or support@govconpay.com; You may reach out to Third Party Provider for needed reports in advance of 12/31.

Last 2025 payroll

Enter Adjustments to ensure W-2s are accurate - **ALL ADJUSTMENTS NEED TO BE SUBMITTED**. Any adjustments past this date will have fees assessed.

12/29/2025

Final approval of W-2 Preview Report. Accessible in Year-End Reports.

12/29/2025

Final requests for W-2 adjustments.

12/29/2025

Request W-2 deferred printing (must be received in writing.)

12/29/2025

Last day for 2025 payroll processing.

01/1/2026

PNI & GCP closed - Happy New Year!*

01/16/2026

ACA - Approve ACA Forms

01/31/2026

W-2s / 1099 forms must be provided to employees.

03/31/2026

PNI•HCM will electronically file 1094 / 1095 information to IRS

***Important: Please see the Quick Links on the isolated landing page to link to our Year-end Resources (guide, tips, and limits)**

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>