

Payroll Update – 2022

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2022 Tax Rates and Wage Bases (applies to US citizens)

The Social Security Administration (SSA) has announced 2022 wage bases and tax rates.

- Social Security tax
 - Maximum taxable earnings = **\$147,000** (increase of \$4,200)
 - Tax rate = 6.2%
- Medicare tax
 - Wage base = no limit
 - Tax rate = 1.45%
 - Additional Medicare tax on wages over \$200,000 = 0.9%

The New Jersey Department of Labor announced the following for 2022:

- State unemployment / disability taxes
 - Maximum taxable earnings = **\$39,800**
 - Unemployment rate = 0.3825%
 - Workforce development = 0.0425%
 - Maximum taxable earnings = **\$151,900**
 - **Disability** rate = 0.26%
 - **Paid Family Leave** = 0.16%

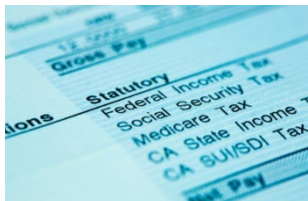
Check Your Name and Address

Please check your name and address as it appears on your paystubs. If corrections are needed, please contact Desiree in Human Resources at DBryant@ISS.edu

If your name has changed for any reason, you need a new Social Security card. See instructions and form [SS-5](#).

To have your wages correctly posted to your Social Security record, the name on your W-2 must match your name as it appears on your Social Security card.

For further information, please call 1-800-772-1213 or visit www.ssa.gov.



Your Withholding and Tax Reform

Did you do a paycheck checkup this year?

How will tax reform affect your tax liability and withholding? The IRS [withholding calculator](#) will help you make sure the right amount of US income tax is withheld from your pay.

We recommend that you thoroughly review your paystub and all tax withholdings.

If you need to change your withholding, please complete and return form [W-4](#). The form is also available at www.iss.edu/Payroll.

Did you claim "Exempt" from federal withholding in 2021 on form W-4? If so, the form expires February 17, 2022. To continue claiming this exemption, submit a new [W-4](#) to payroll. If your new form is not received by that date, the IRS requires us to change your filing status to single with zero allowances until a new form is received.



W-2's and Employee Self Service

US citizens and green card holders will receive paper W-2's this year. Current employees will receive it at their work location; terminated employees will receive it at their last known address. The documents will be sent no later than January 31, 2022 through HUB employee self-service.

Questions? Email Payroll@ISS.edu or ask Kim or Deb.

Foreign Earned Income Exclusion

For 2020, the maximum foreign earned income exclusion is **\$112,000**.

To claim this exclusion in 2022, please complete and submit [form 673](#), also available at www.iss.edu/Payroll.

Please note that when taxable wages exceed the foreign earned income exclusion, the law requires federal income tax withholding.

Now is the time to check your withholding status and allowances and consult your tax advisor.



Fringe Benefits

ISS records estimated fringe benefits (if applicable) over the course of the calendar year. Fringe benefits are site specific, reconciled prior to year-end and adjusted as necessary.

If your wages include taxable fringe benefits, you will receive a Fringe Benefit Statement with your December payroll. Please retain this document for your records and tax purposes.

If you have questions about fringe benefits, please contact Deb Jepson at Djepson@ISS.edu or Kim McEwen at Kmcewen@ISS.edu.

Tax Forms: non-US citizens

Form W-8BEN is valid through December 31 three years from the date it was signed. To continue claiming your status as a foreign beneficiary, ISS will need a new form [W-8BEN](#) prior to its expiration. Please contact payroll if your status changes at any time during your employment with ISS.