



TaxNewsFlash

United States



No. 2022-007
January 5, 2022

Rev. Rul. 2022-2: Covered compensation tables for 2022 plan year

The IRS today released an advance version of Rev. Rul. 2022-2 providing tables of covered compensation under section 401(l)(5)(E) for the 2022 plan year.

[Rev. Rul. 2022-2](#) [PDF 102 KB] provides that for purposes of determining covered compensation for the 2022 year, the taxable wage base is \$147,000.

[For the 2021 plan year, the taxable wage base was \$142,800.]

Today's revenue ruling includes two tables to be used in determining benefits for retirement plans that use "permitted disparity" in employer-provided contributions or benefits (as allowed under section 401(l))—

- An actual table
- A rounded table that aggregates different years of birth

Background

"Permitted disparity" allows an employer to provide an additional benefit (either contribution or accrual) for employees whose compensation is above a certain limit, which is often the social security wage base. A qualified plan may be integrated with the social security limit to provide a more uniform benefit when taking into account that social security provides a benefit targeted at lower paid employees. "Permitted disparity" limits the differences that can be provided between lower and higher paid employees.

"Covered compensation" for an employee is defined by Reg. section 1.401(l)-1(c)(7) as the average of the taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the employee attains social security retirement age. For purposes of determining the amount of an employee's covered compensation, a plan may use IRS-provided tables that are developed by rounding the actual amounts of covered compensation for different years of birth.

kpmg.com/socialmedia



The information contained in TaxNewsFlash is not intended to be "written advice concerning one or more Federal tax matters" subject to the requirements of section 1037(a)(2) of Treasury Department Circular 230, as the content of this document is issued for general informational purposes only, is intended to enhance the reader's knowledge on the matters addressed therein, and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization.

KPMG International Limited is a private English company limited by guarantee and does not provide services to clients. No member firm has any authority to obligate or bind KPMG International or any other member firm vis-à-vis third parties, nor does KPMG International have any such authority to obligate or bind any member firm.

Direct comments, including requests for subscriptions, to [Washington National Tax](#). For more information, contact KPMG's Federal Tax Legislative and Regulatory Services Group at +1 202.533.4366, 1801 K Street NW, Washington, DC 20006-1301.

To unsubscribe from TaxNewsFlash-United States, reply to [Washington National Tax](#).

[Privacy](#) | [Legal](#)