

Retirement Plan Annual Limits

LIMITS	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Maximum Compensation [401(a)(17), 408(k)(3)(c), 408(k)(6)(D)(ii) & 404(l)]	330,000	305,000	290,000	285,000	280,000	275,000	270,000	265,000	265,000	260,000
Maximum Elective Deferral										
401(k) Plan [402(g)(1)]	22,500	20,500	19,500	19,500	19,000					
403(b) Plan [402(g)(1)]	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000	17,500
457(b) Plan [457(e)(15)]	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000	17,500
HCE Definition [414(q)(1)(B)]	150,000	135,000	130,000	130,000	125,000	120,000	120,000	120,000	120,000	115,000
Defined Contribution Limit [415(c)(1)(A)]	66,000	61,000	58,000	57,000	56,000	55,000	54,000	53,000	53,000	52,000
Catch-up Contribution Limit [414(v)(2)(B)(i)]	7,500	6,500	6,500	6,500	6,000	6,000	6,000	6,000	6,000	5,500
DB Annual Benefit Limit [415(b)(1)(A)]	265,000	245,000	230,000	230,000	225,000	220,000	215,000	210,000	210,000	210,000
Key Employee Definition in a Top-Heavy Plan [416(i)(1)(A)(i)]	215,000	200,000	185,000	185,000	180,000	175,000	175,000	170,000	170,000	170,000
Wage Base Rate [§2230 of Social Security Act]	160,200	147,000	142,800	137,700	132,900	128,400	127,200	118,500	118,500	117,000
SEP Contribution required if Compensation of employee is at least – [408(k)(2)(C)]	750	650	650	600	600	600	600	600	600	550
SIMPLE Plan Maximum Deferral Limit [408(p)(2)(E)]	15,500	14,000	13,500	13,500	13,000	12,500	12,500	12,500	12,500	12,000
SIMPLE Plan Catch-up Contribution Limit [414(v)(2)(B)(ii)]	3,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	2,500



Health and Welfare Benefit Plan Annual Limits

<i>LIMITS</i>	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Health Care FSA-Maximum Employee Contributions	3,050	2,850	2,750	2,750	2,700	2,650	2,600	2,550	2,550	2,500
HSA-Maximum Annual Contribution										
Self-Only [223(b)(2)(A)]	3,850	3,650	3,600	3,550	3,500	3,450	3,400	3,350	3,350	3,300
Family [223(b)(2)(B)]	7,750	7,300	7,200	7,100	7,000	6,850	6,750	6,750	6,650	6,550
HSA-HDHP Minimum Deductible										
Self Only [223(c)(2)(A)]	1,500	1,400	1,400	1,400	1,350	1,350	1,300	1,300	1,300	1,250
Family	3,000	2,800	2,800	2,800	2,700	2,700	2,600	2,600	2,600	2,500
HSA-HDHP Maximum Out-of-Pocket Expense										
Self-Only [223(c)(2)(A)(ii)(I)]	7,500	7,050	7,000	6,900	6,750	6,650	6,550	6,550	6,450	6,350
Family [223(c)(2)(A)(ii)(II)]	15,000	14,100	14,000	13,800	13,500	13,300	13,100	13,100	12,900	12,700
HSA-Catch-Up Contribution Limit	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
ACA-Maximum Out-of-Pocket Expense										
Self Only	9,100	8,700	8,550	8,150	7,900	7,350	7,150	6,850	6,600	6,350
Family	18,200	17,400	17,100	16,300	15,800	14,700	14,300	13,700	13,200	12,700
ACA- 4980H(b) Affordability Threshold	9.12%	9.61%	9.83%	9.78%	9.86%	9.56%	9.69%	9.66%	9.56%	
ACA-Employer Mandate Penalties										
4980H(a) Penalty	2,880	2,750	2,700	2,570	2,500	2,320	2,260	2,160	2,000	
4980H(b) Penalty	4,320	4,120	4,060	3,860	3,750	3,480	3,390	3,240	3,000	
ACA- Patient-Centered Outcomes Research Institute (PCORI) Fees <i>Per "covered life"; plan and policy years ending after 9/30 of applicable year</i>	3.00	2.79	2.66	2.54	2.45	2.39	2.26	2.17	2.08	2.00
Adoption Assistance										
Program [137(a)(2) & 137(b)(1)]	--	--	--	14,300	14,080	13,810	13,570	13,460	13,400	13,190
Credit [23(a)(3) & 23(b)(1)]	15,950	14,890	14,440	14,300	14,080	13,810	13,570	13,460	13,400	13,190

