

Retirement Plan Annual Limits

LIMITS	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Maximum Compensation										
[401(a)(17), 408(k)(3)(c),	345,000	330,000	305,000	290,000	285,000	280,000	275,000	270,000	265,000	265,000
408(k)(6)(D)(ii) & 404(l)]										
Maximum Elective Deferral										
401(k) Plan [402(g)(1)]	23,000	22,500	20,500	19,500	19,500	19,000				
403(b) Plan [402(g)(1)]	23,000	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000
457(b) Plan [457(e)(15)]	23,000	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000
HCE Definition										
[414(q)(1)(B)]	155,000	150,000	135,000	130,000	130,000	125,000	120,000	120,000	120,000	120,000
Defined Contribution Limit										
[415(c)(1)(A)]	69,000	66,000	61,000	58,000	57,000	56,000	55,000	54,000	53,000	53,000
Catch-up Contribution Limit										
[414(v)(2)(B)(i)]	7,500	7,500	6,500	6,500	6,500	6,000	6,000	6,000	6,000	6,000
DB Annual Benefit Limit										
[415(b)(1)(A)]	275,000	265,000	245,000	230,000	230,000	225,000	220,000	215,000	210,000	210,000
Key Employee Definition in a										
Top-Heavy Plan										
[416(i)(1)(A)(i)]	220,000	215,000	200,000	185,000	185,000	180,000	175,000	175,000	170,000	170,000
Wage Base Rate										
[§2230 of Social Security Act]	168,600	160,200	147,000	142,800	137,700	132,900	128,400	127,200	118,500	118,500
SEP Contribution required if										
Compensation of employee is at least –										
[408(k)(2)(C)]	770	7.50	650	650	600	600	600	600	600	600
SIMPLE Plan Maximum Deferral	750	750	650	650	600	600	600	600	600	600
Limit										
[408(p)(2)(E)]	16,000	15,500	14,000	13,500	13,500	13,000	12,500	12,500	12,500	12,500
SIMPLE Plan	10,000	13,300	11,000	13,300	13,300	13,000	12,500	12,500	12,500	12,500
Catch-up Contribution Limit										
[414(v)(2)(B)(ii)]	3,500	3,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000



Health and Welfare Benefit Plan Annual Limits

LIMITS	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Health Care FSA-Maximum Employee										
Contributions	3,200	3,050	2,850	2,750	2,750	2,700	2,650	2,600	2,550	2,550
HSA-Maximum Annual										
Contribution										
Self-Only $[223(b)(2)(A)]$	4,150	3,850	3,650	3,600	3,550	3,500	3,450	3,400	3,350	3,350
Family [223(b)(2)(B)]	8,300	7,750	7,300	7,200	7,100	7,000	6,850	6,750	6,750	6,650
HSA-HDHP Minimum										
Deductible										
Self Only $[223(c)(2)(A)]$	1,600	1,500	1,400	1,400	1,400	1,350	1,350	1,300	1,300	1,300
Family	3,200	3,000	2,800	2,800	2,800	2,700	2,700	2,600	2,600	2,600
HSA-HDHP Maximum Out-of-										
Pocket Expense										
Self-Only $[223(c)(2)(A)(ii)(I)]$	8,050	7,500	7,050	7,000	6,900	6,750	6,650	6,550	6,550	6,450
Family [223(c)(2)(A)(ii)(II)]	16,100	15,000	14,100	14,000	13,800	13,500	13,300	13,100	13,100	12,900
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	9,450	9,100	8,700	8,550	8,150	7,900	7,350	7,150	6,850	6,600
Family	18,900	18,200	17,400	17,100	16,300	15,800	14,700	14,300	13,700	13,200
ACA- 4980H(b) Affordability										
Threshold	8.39%	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	2,970	2,880	2,750	2,700	2,570	2,500	2,320	2,260	2,160	2,000
4980H(b) Penalty	4,460	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										
Per "covered life"; plan and policy years ending on or after 10/1 of applicable year	3.22	3.00	2.79	2.66	2.54	2.45	2.39	2.26	2.17	2.08
Adoption Assistance										
Program [137(a)(2) & 137(b)(1)]					14,300	14,080	13,810	13,570	13,460	13,400
Credit [23(a)(3) & 23(b)(1)]	16,810	15,950	14,890	14,440	14,300	14,080	13,810	13,570	13,460	13,400