

# Annual Benefit Limits for 2021 and 2022

# Annual Benefit Limits

## Health and Welfare

ITEM	2021	2022
<b>High Deductible Health Plan (HDHP) and Health Savings Account (HSA)</b>		
<b>Qualifying High Deductible Health Plan (HDHP)</b>		
<b>Minimum annual deductible (plan year):</b>		
Self-only coverage	\$1,400	\$1,400
Family coverage	\$2,800	\$2,800
<b>Maximum out-of-pocket (plan year):</b>		
Self-only coverage	\$7,000	\$7,050
Family coverage	\$14,000	\$14,100
<b>Maximum HSA Contribution:</b>		
Self-only HDHP coverage	\$3,600	\$3,650
Family HDHP coverage	\$7,200	\$7,300
Catch-up if age 55 or older	\$1,000	\$1,000
<b>Affordable Care Act</b>		
<b>Maximum out-of-pocket (plan year):</b>		
Self-only coverage	\$8,550	\$8,700
Family coverage	\$8,550/\$17,100 (indv/fam)	\$8,700/\$17,400 (indv/fam)
<b>Health Flexible Spending Account (HFSA):</b>		
Maximum elective contribution (plan year)	\$2,750	\$2,850
Maximum allowable carryover	Unlimited	\$570
<b>Employer shared responsibility (ESR):</b>		
§ 4980H(a) penalty	\$2,700	\$2,750
§ 4980H(b) penalty	\$4,060	\$4,120
Affordability percentage	9.83%	9.61%
<b>Patient-Centered Outcome Research (PCORI) Fee</b>	Plan year ends between 10/1/20 and 9/30/21: \$2.66	Plan year ends between 10/1/21 and 9/30/22: \$2.79
<b>Miscellaneous</b>		
<b>Excepted Benefits Health Reimbursement Arrangement (EBHRA)</b>	\$1,800	\$1,800
<b>Qualified Small Employer Health Reimbursement Arrangement (QSEHRA):</b>		
Employee only	\$5,300	\$5,450
Employee and family	\$10,700	\$11,050
<b>Small Employer Health Credit: Average Wage Phase-Out</b>	\$27,800	\$28,700
<b>Qualified Transportation Fringe Benefits (§ 132(f)):</b>		
Parking	\$270 per month	\$280 per month
Vanpooling/Mass Transit	\$270 per month	\$280 per month

# Annual Benefit Limits

## Retirement and Savings

ITEM	2021	2022
<b>Social Security/Medicare Tax</b>		
<b>Social Security</b>		
Taxable wage base	\$142,800	\$147,000
Employer contribution rate	6.2%	6.2%
Employee contribution rate	6.2%	6.2%
<b>Medicare</b>		
Taxable wage base	Unlimited	Unlimited
Employer contribution rate	1.45%	1.45%
Employee contribution rate	1.45% (plus 0.9% on wages over \$200,000*)	1.45% (plus 0.9% on wages over \$200,000*)
*\$200,000 single or head of household; \$250,000 married filing jointly; \$125,000 married filing separately		
<b>401(k), 403(b), 457, and Federal Thrift Savings Plans</b>		
Maximum elective contribution	\$19,500	\$20,500
Maximum catch-up contribution (age 50 or older)	\$6,500	\$6,500
<b>Individual Retirement Arrangement (IRA)</b>		
Maximum contribution	\$6,000	\$6,000
Maximum catch-up contribution (age 50 or older)	\$1,000	\$1,000
<b>SEP IRA, Individual/Solo 401(k) Plans</b>		
Maximum elective contribution	\$58,000	\$61,000
Annual compensation limit	\$290,000	\$305,000
<b>SIMPLE IRA</b>		
Maximum elective contribution	\$13,500	\$14,000
Maximum catch-up contribution	\$3,000	\$3,000
<b>Defined Benefit Plans</b>		
Annual benefit limit	\$230,000	\$245,000
<b>Miscellaneous</b>		
Highly compensated individual	\$130,000	\$135,000
<b>Key employee</b>		
Officer	\$185,000	\$200,000
1% owner	\$150,000	\$150,000
5% owner	No minimum	No minimum

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