

## IRS Limits on Health Savings Accounts (HSAs)

	2022	2021	2020
HSA maximum contributions			
Single	\$3,650	\$3,600	\$3,550
Family	\$7,300	\$7,200	\$7,100
HSA catch-up contributions (age 55 and older)	\$1,000	\$1,000	\$1,000
Minimum HDHP deductible			
Single	\$1,400	\$1,400	\$1,400
Family*	\$2,800	\$2,800	\$2,800
Out-of-pocket maximum			
Single	\$7,050	\$7,000	\$6,900
Family**	\$14,100	\$14,000	\$13,800

See [www.irs.gov](https://www.irs.gov) for more information.

\*An embedded individual deductible can be no less than the minimum family deductible.

\*\*Must include an embedded individual OOP equal to the non-HDHP single maximum or less.

## Out-of-Pocket Limits (Non-HDHP)

	2022	2021	2020
Out-of-pocket maximum			
Single	\$8,700	\$8,550	\$8,150
Family*	\$17,400	\$17,100	\$16,300

\*Must include an embedded individual OOP equal to the non-HDHP single maximum or less.

## IRS Limits on Health Flexible Spending Accounts (Health FSAs)

	2022	2021	2020
Maximum salary reduction*	\$2,850	\$2,750	\$2,750
Maximum carryover limit*	\$570	\$550	\$550

\*For plan year beginning in year indicated.

## Qualified Transportation Plan Benefits\*

	2022	2021	2020
Maximum monthly reimbursement			
Transit and vanpooling	\$280	\$270	\$270
Parking	\$280	\$270	\$270

\*Per 2017 tax reform, employer contributions towards transportation benefits (transit and parking) are no longer deductible as a business expense. Employers should consult their tax professional for additional information. Further, note that limits for transit/vanpooling and parking are mutually exclusive (such that an individual may have both benefits up to the respective monthly limits).

## Qualified Small Employer Health Reimbursement Arrangements

	2022	2021	2020
Maximum annual reimbursement			
Single	\$5,450	\$5,300	\$5,250
Family	\$11,050	\$10,700	\$10,600

## Employer Mandate

	2022	2021	2020
Penalty A, annual (per FT EE*)	TBD	\$2,700	\$2,570
Penalty B, annual (per EE receiving premium tax credit)	TBD	\$4,060	\$3,860
Affordability threshold	9.61%	9.83%	9.78%

\*Minus the first 30 FT employees.

## IRS Limits on Retirement Benefits and Compensation

	2022	2021	2020
401(k) and 403(b) plan elective deferrals	\$20,500	\$19,500	\$19,500
Catch-up contributions (age 50 and older)	\$6,500	\$6,500	\$6,500
Annual compensation limit	\$305,000	\$290,000	\$285,000
Highly compensated employee threshold	\$135,000	\$130,000	\$130,000
Defined contribution 415 limit	\$61,000	\$58,000	\$57,000
Defined benefit 415 limit	\$245,000	\$230,000	\$230,000
SIMPLE employee contribution limit	\$14,000	\$13,500	\$13,500

See [www.irs.gov](http://www.irs.gov) for more information.

## Social Security and Medicare Tax, Salary and Benefit Levels

	2022	2021	2020
Social Security taxable wage base	\$147,000	\$142,800	\$137,700
Full retirement age (FRA) (born 1943-1954)	66	66	66
Social Security earnings limit:			
Under FRA	\$19,560	\$18,960	\$18,240
The year an individual reaches FRA	\$51,960	\$50,520	\$48,600
The month an individual attains FRA	No limit	No limit	No limit
Medicare Part A deductible*	TBD	\$1,484	\$1,408
Medicare Part B deductible	TBD	\$203	\$198

\*Deductible per benefit period for a hospital stay of one to 60 days only. See [www.medicare.gov](http://www.medicare.gov) and [www.ssa.gov](http://www.ssa.gov) for further amounts and more information.

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