

## EMPLOYEE BENEFITS ANNUAL LIMITS

### IRS LIMITS ON HEALTH SAVINGS ACCOUNTS (HSAs)

	2023	2022	2021
HSA maximum contributions			
Single	\$3,850	\$3,650	\$3,600
Family	\$7,750	\$7,300	\$7,200
HSA catch-up contributions (age 55 and older)			
	\$1,000	\$1,000	\$1,000
Minimum high deductible health plan (HDHP) deductible			
Single	\$1,500	\$1,400	\$1,400
Family*	\$3,000	\$2,800	\$2,800
Out-of-pocket (OOP) maximum			
Single	\$7,500	\$7,050	\$7,000
Family**	\$15,000	\$14,100	\$14,000

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

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

\*\*Must include an embedded individual (single) OOP maximum not greater than the non-HDHP single OOP maximum.

### OUT-OF-POCKET LIMITS (NON-HDHP)

	2023	2022	2021
Out-of-pocket maximum			
Single	\$9,100	\$8,700	\$8,550
Family*	\$18,200	\$17,400	\$17,100

\*Must include an embedded individual (single) OOP maximum not greater than the non-HDHP single OOP maximum.

### IRS LIMITS ON HEALTH FLEXIBLE SPENDING ACCOUNTS (HEALTH FSAs)

	2023	2022	2021
Maximum salary reduction*	\$3,050	\$2,850	\$2,750
Maximum carryover limit*	\$610	\$570	\$550

\*For health FSA plan year beginning in year indicated.

## IRS LIMITS ON HEALTH REIMBURSEMENT ARRANGEMENTS (HRAs)

	2023	2022	2021
<b>Excepted Benefit HRA (EBHRA)</b>			
Maximum annual reimbursement*	\$1,950	\$1,800	\$1,800
<b>Qualified Small Employer HRA (QSEHRA)</b>			
Maximum annual reimbursement			
Single	\$5,850	\$5,450	\$5,300
Family	\$11,800	\$11,050	\$10,700

\*For HRA plan year beginning in year indicated.

## EMPLOYER MANDATE

	2023	2022	2021
Penalty A, annual (per FT EE*)	TBD	\$2,750	\$2,700
Penalty B, annual (per EE receiving premium tax credit)	TBD	\$4,120	\$4,060
Affordability threshold	9.12%	9.61%	9.83%

\*Minus the first 30 FT employees.

## QUALIFIED TRANSPORTATION PLAN BENEFITS\*

	2023	2022	2021
Maximum monthly reimbursement*			
Transit and vanpooling	\$300	\$280	\$270
Parking	\$300	\$280	\$270

\*Employer contributions toward transportation benefits (transit and parking) are not deductible as a business expense (per 2017 tax reform). Limits for transit/vanpooling and parking are mutually exclusive (i.e., an employee may have both benefits up to the respective limits).

## IRS LIMITS ON RETIREMENT BENEFITS AND COMPENSATION

	2023	2022	2021
401(k) and 403(b) plan elective deferrals	\$22,500	\$20,500	\$19,500
Catch-up contributions (age 50 and older)	\$7,500	\$6,500	\$6,500
Annual compensation limit	\$330,000	\$305,000	\$290,000
Highly compensated employee threshold*	\$150,000	\$135,000	\$130,000
Defined contribution 415 limit	\$66,000	\$61,000	\$58,000
Defined benefit 415 limit	\$265,000	\$245,000	\$230,000
SIMPLE employee contribution limit	\$15,500	\$14,000	\$13,500

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

\*In general, compensation means total compensation from the employer, including bonuses or commissions as well as contributions made through a 401(k) plan (or similar retirement plan) or through a cafeteria plan or qualified transportation benefit plan.

**SOCIAL SECURITY AND MEDICARE TAX, SALARY AND BENEFIT LEVELS**

	<b>2023</b>	<b>2022</b>	<b>2021</b>
Social Security taxable wage base	TBD	\$147,000	\$142,800
Full retirement age (FRA) (born 1943-1954)	TBD	66	66
Social Security earnings limit:			
Under FRA	TBD	\$19,560	\$18,960
The year an individual reaches FRA	TBD	\$51,960	\$50,520
The month an individual attains FRA	TBD	No limit	No limit
Medicare Part A deductible*	TBD	\$1,556	\$1,484
Medicare Part B deductible	TBD	\$233	\$203

\*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 more information.

**About PPI**

PPI Benefit Solutions is a service-first company made up of experienced insurance and benefits experts hyper-focused on responding to the needs of our clients and partners, while delivering transformational, end-to-end benefits administration services and technology at open enrollment, throughout the plan year, and through renewal.

For more information, visit [ppibenefits.com](https://ppibenefits.com).