

2022 Limits Announced

Item	2021 Limit	2022 Limit
Retirement		
Section 401(k)/403(b)/457(b)(2) elective deferrals	\$19,500	\$20,500
401(k) or 403(b) age 50+ catch up contributions	6,500	6,500
SIMPLE elective deferrals	13,500	14,000
SIMPLE age 50+ catch up contributions	3,000	3,000
Section 415—Defined contribution plan maximum	58,000	61,000
Section 415—Defined benefit plan maximum	230,000	245,000
Section 414(q)(1)(B)—Highly compensated employee	130,000	135,000
Section 416 - Key employee definition	185,000	200,000
Section 401(a)(17) - Maximum includible compensation	290,000	305,000
Social Security		
FICA Taxable Wage Base (6.20%)	\$142,800	\$147,000
Medicare Taxable Wage Base (1.45%)	Unlimited	Unlimited

Item	2021 Limit	2022 Limit
Health Care Flexible Spending Accounts		
Annual contribution limit - Individual	\$2,750	\$2,850
Maximum carryover amount	550	570
Non-Grandfathered ACA Maximum Out-of-Pocket		
Individual	\$8,150	\$8,550
Family	16,300	17,100
Health Savings Accounts (HSA)		
Annual contribution limit - Individual	\$3,600	\$3,650
Annual contribution limit - Family	7,200	7,300
Annual catch-up contribution limit (age 55 to 65)	1,000	1,000
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Item	2021 Limit	2022 Limit
Health Savings Accounts (HSA) - continued		
Minimum deductible for HDHP - Individual	1,400	1,400
Minimum deductible for HDHP - Family	2,800	2,800
Maximum out-of-pocket for HDHP - Individual	7,000	7,050
Maximum out-of-pocket for HDHP - Family	14,000	14,100
Excise tax rate for taxable non-medical distribution	20%	20%
Qualified Small Employer HRA (QSEHRA)		
Annual employer contribution limit - Individual coverage	\$5,300	\$5,450
Annual employer contribution limit - Family coverage	10,700	11,050
Excepted Benefit HRA (EBHRA)		
Annual employer contribution limit	\$1,800	\$1,800

Item	2021 Limit	2022 Limit
Miscellaneous		
Adoption credit (phases out based on AGI)	\$14,440	\$14,890
Transportation monthly benefit - Transit and vanpooling	270	280
Transportation monthly benefit - Parking	270	280

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