

Benefit Plan and Payroll Limits for 2023

Set forth below are the 2023 and 2022 limitations for qualified plans and other benefit related items

	2023	2022
401(k), 403(b), 457(b)(2) and 457(c)(1) elective deferral limit	\$22,500	\$20,500
401(k), 403(b) and 457 catch-up contribution limit (if 50 or over)	\$7,500	\$6,500
Defined benefit plan max/Maximum annual pension	\$265,000	\$245,000
Defined contribution plan max/Maximum annual contribution	\$66,000	\$61,000
Qualified plan annual compensation limit	\$330,000	\$305,000
Highly compensated employee	\$150,000	\$135,000
Key employee - officer	\$215,000	\$200,000
SIMPLE retirement deferrals	\$15,500	\$14,000
FICA tax rate (OASDI and HI) *plus additional .9% HI on wages over \$200,000	Employee 7.65%* Employer 7.65%	Employee 7.65%* Employer 7.65%
Social Security taxable wage base (OASDI only)	\$160,200	\$147,000
ACA 4980H(a) "No Offer" penalty	\$2,880	\$2,750
ACA 4980H(b) "Not Affordable/Not Minimum Value" penalty	\$4,320	\$4,120
ACA affordability for employer mandate (percentage of household income)	9.12%	9.61%
ACA maximum out-of-pocket expenses for essential health benefits (non-grandfathered) – embedded individual max applies	Individual \$9,100 Family \$18,200	Individual \$8,700 Family \$17,400
Healthcare FSA maximum salary reduction	\$3,050	\$2,850
Healthcare FSA maximum carryover into next plan year	\$610	\$570
Qualified High Deductible Health Plan (QHDHP) minimum deductible	Individual \$1,500 Family \$3,000	Individual \$1,400 Family \$2,800
Qualified High Deductible Health Plan (QHDHP) maximum out-of-pocket expenses – embedded individual max of \$9,100 (2023) and \$8,700 (2022) applies	Individual \$7,500 Family \$15,000	Individual \$7,050 Family \$14,100
HSA maximum annual contribution	Individual \$3,850 Family \$7,750	Individual \$3,650 Family \$7,300
HSA catch-up contribution limit (if 55 or over)	\$1,000	\$1,000
Maximum income exclusion for employer-provided adoption assistance	\$15,950	\$14,890
Qualified parking monthly limit	\$300	\$280
Transit passes/Vanpooling combined monthly limit	\$300	\$280