

## IRS Contribution & Benefit Limits

The IRS has released 2021 indexed amounts, adjusted for inflation, for health savings account contribution limits and deductibles, out-of-pocket (OOP) maximums for high-deductible health plans (HDHPs), Healthcare Spending Accounts (health FSAs) and others.



	2021	2020
<b>Employee Benefits</b>		
401(k) & 403(b) Limit	\$19,500	\$19,500
401(k) & 403(b) Catch-up	\$6,500	\$ 6,500
457(b)(2) Limit	\$19,500	\$19,500
457(b) Catch-up	\$6,500	\$ 6,500
SIMPLE Deferral Limit	\$13,500	\$13,500
SIMPLE Catch-Up	\$3,000	\$ 3,000
Annual Compensation Limit	\$290,000	\$285,000
Highly Compensated Employee Salary Amount	\$130,000	\$130,000
Annual Compensation for Key Employee	\$185,000	\$185,000
Defined Benefit Plan Limit	\$230,000	\$230,000
Defined Contribution Plan Limit	\$58,000	\$ 57,000
<b>Qualified Transportation Fringe Benefits</b>		
Parking (monthly)	\$270	\$270
Mass Transit Passes (monthly)	\$270	\$270
<b>FICA Taxable Wage Base</b>		
Social Security	\$142,800	\$137,700
Medicare	Unlimited	Unlimited
<b>FICA Tax Rate</b>		
Social Security	6.20%	6.20%
Medicare	1.45%	1.45%
Health Care Flexible Spending Account Maximum	\$2,750	\$ 2,750
Dependent Care Spending Account Maximum	\$5,000	\$ 5,000
Adoption Assistance Plans	\$14,440	\$14,300
<b>Non-grandfathered Plan Out-of-Pocket Limits</b>		
Self-only	\$8,550	\$ 8,150
Coverage	\$17,100	\$16,300
<b>Health Savings Account</b>		
Maximum Individual Contribution	\$3,600	\$ 3,550
Maximum Family Contribution	\$7,200	\$ 7,100
Catch-up Contribution	\$1,000	\$ 1,000
<b>High Deductible Health Plans</b>		
Minimum Annual Deductible (Individual)	\$1,400	\$ 1,400
Minimum Annual Deductible (Family)	\$2,800	\$ 2,800
Maximum Out-of-Pocket Limit (Individual)	\$7,000	\$ 6,900
Maximum Out-of-Pocket Limit (Family)	\$14,000	\$13,800
<b>Individual Mandate Penalty</b>		
	\$0	\$0
<b>Employer Shared Responsibility Penalty</b>		
Failure to offer MEC to 95% of FT employees (IRC 4980H(a))	\$2,700	\$2,570
Failure to offer MEC that is affordable and/or minimum value	\$4,060	\$3,860
Affordability threshold for employee only	9.83%	9.78%

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