

401(k) Plan Limits

Defined Contribution Plans	2023	2022	Change
Maximum employee elective deferral (age 49 or younger) ¹	\$22,500	\$20,500	+\$2,000
Employee catch-up contribution (age 50 or older by year-end) ²	\$7,500	\$6,500	+\$1,000
Maximum employee elective deferral plus catch-up contribution (age 50 or older)	\$30,000	\$27,000	+\$3,000
Defined contribution maximum limit, employee + employer (age 49 or younger) ³	\$66,000	\$61,000	+\$5,000
Defined contribution maximum limit (age 50 or older), all sources + catch-up	\$73,500	\$67,500	+\$6,000
Employee compensation limit for calculating contributions	\$330,000	\$305,000	+\$25,000
Key employees' compensation threshold for top-heavy plan testing ⁴	\$215,000	\$200,000	+\$15,000
Highly compensated employees' threshold for nondiscrimination testing ⁵	\$150,000	\$135,000	+\$15,000

¹ The \$22,500 elective deferral limit is also known as the 402(g) limit, after the relevant tax code section. Participants' annual contributions may not exceed 100% of their compensation.

² The \$7,500 catch-up contribution limit for participants age 50 or older applies from the start of the year for those turning 50 at any time during the year.

³ Total contributions from all sources may not exceed 100% of a participant's compensation.

⁴ Includes officers of the company sponsoring the plan.

⁵ For the 2023 plan year, an employee who earned more than \$150,000 in 2022 is an HCE.

Source: IRS Notice 2022-55.

HSA and HDHP Limits

Health Savings Accounts (HSAs) and High-Deductible Health Plans (HDHPs)	2023	2022	Change
HSA contribution limit (employer + employee)	Self-only: \$3,850 Family: \$7,750	Self-only: \$3,650 Family: \$7,300	Self-only: +\$200 Family: +\$450
HSA catch-up contributions (age 55 or older)	\$1,000	\$1,000	no change (not indexed)
HDHP minimum deductibles	Self-only: \$1,500 Family: \$3,000	Self-only: 1,400 Family: \$2,800	Self-only: +100 Family: +200
HDHP maximum out-of-pocket amounts (deductibles, co-payments and other amounts, but not premiums)	Self-only: \$7,500 Family: \$15,000	Self-only: \$7,050 Family: \$14,100	Self-only: +450 Family: +\$900

Health FSA Limits

Health Care Flexible Spending Accounts (Health FSAs) and Limited-Scope (Vision/Dental) FSAs	2023	2022	Change
Maximum salary deferral	\$3,050	\$2,850	+\$200
Maximum rollover amount	\$610	\$570	+\$40

Source: IRS Revenue Procedure 2022-38.

Dependent Care FSA Limits

Dependent Care FSAs (DC-FSAs) also called Dependent Care Assistance Plans (DCAPs)	2023	2022	Change
Maximum salary deferral (single taxpayers and married couples filing jointly)	\$5,000	\$5,000	no change (not indexed)
Maximum salary deferral (married couples filing separately)	\$2,500	\$2,500	no change (not indexed)

Source: IRS Revenue Procedure 2022-38.

QSEHRA Limits

Qualified Small Employer Health Reimbursement Arrangements (QSEHRAs)	2023	2022	Change
Maximum payments and reimbursements through the QSEHRA	Self-only: \$5,850	Self-only: \$5,450	Self-only: +\$400
	Family: \$11,800	Family: \$11,050	Family: +\$750

Source: IRS Revenue Procedure 2022-38.

Commuter Transit and Parking Limits

Qualified Transportation Benefit (monthly limits)	2023	2022	Change
Transit passes and van pool services (employer + employee)	\$300	\$280	+\$20
Qualified parking	\$300	\$280	+\$20

Source: IRS Revenue Procedure 2022-38.

Adoption Assistance

Adoption Benefits (Annual limits)	2023	2022	Change
Excludable Amount	\$15,950	\$14,890	+\$1,060
Phase-out income thresholds:			
Phase-out begins	\$239,230	\$223,410	+\$15,820
Phase-out complete	\$279,230	\$263,410	+\$15,820

Source: IRS Revenue Procedure 2022-38.

Earnings Subject to Social Security Payroll Tax

Social Security (FICA) Payroll Tax	2023	2022	Change
Maximum earnings subject to Social Security 12.4% FICA payroll tax (6.2% paid by employer and 6.2% paid by employee)	\$160,200	\$147,000	+\$13,200

Source: Social Security Administration.