

PLAN LIMITS	2023	2022	2021
401(k)/403(b) Deferrals	\$22,500*	\$20,500	\$19,500
401(k)/403(b) Catch Up	\$7,500*	\$6,500	\$6,500
SIMPLE Deferrals	\$15,500*	\$14,000	\$13,500
SIMPLE Plan Catch Up	\$3,500*	\$3,000	\$3,000
457 Deferrals	\$22,500*	\$20,500	\$19,500
IRA	\$6,500*	\$6,000	\$6,000
IRA Catch Up	\$1,000	\$1,000	\$1,000
Defined Contribution	\$66,000*	\$61,000	\$58,000
Defined Benefit	\$265,000*	\$245,000	\$245,000
Includible Compensation	\$330,000*	\$305,000	\$290,000
Tax Credit ESOP Maximum Balance	\$1,330,000*	\$1,230,000	\$1,165,000
Social Security Taxable Wage Base	\$160,200*	\$147,000	\$142,800
SEP Min. Participation Threshold	\$750*	\$650	\$600
SEP Maximum Participation Threshold	\$330,000*	\$305,000	\$290,000
Key Employee	\$215,000*	\$200,000	\$185,000
Highly Compensated Employee	\$150,000*	\$135,000	\$130,000
Maximum Monthly Social Security	\$3,627*	\$3,348	\$3,148
HSA Individual Contribution	\$3,850*	\$3,650	\$3,600
HSA Family Contribution	\$7,750*	\$7,300	\$7,200
HSA Catch Up Contribution (ages 55+)	\$1,000	\$1,000	\$1,000
HDHP Minimum Individual Deductible	\$1,500*	\$1,400	\$1,400
HDHP Minimum Family Deductible	\$3,000*	\$2,800	\$2,800
HDHP Out-of-Pocket Maximum - Self	\$7,500*	\$7,050	\$7,000
HDHP Out-of-Pocket Maximum - Family	\$15,000*	\$14,100	\$14,000
Monthly Transit/Van Pooling	\$300*	\$280	\$270
Monthly Qualified Parking	\$300*	\$280	\$270
FSA Medical Maximum Deferral	\$3,050*	\$2,850	\$2,750
Medical FSA Carryover	\$610*	\$570	\$550
FSA Dependent Care Max. Deferral	\$5,000	\$5,000	\$10,500

* Indicates a change from 2022 to 2023.