

November 10, 2021

## Cost of Living Adjustments to Contribution and Benefit Limits

The IRS has released the adjusted contribution and benefit limits, and the Social Security Administration has released the Social Security wage base for 2022. Some of the limits are unchanged from 2021, while others increased slightly. The limits for 2022 and 2021 are shown in the table below.

Limit	Code Section	2022	2021
Max benefit for DB plan	415(b)(1)(A)	\$245,000	\$230,000
Max contribution for DC plan	415(c)(1)(A)	\$61,000	\$58,000
Elective deferrals limit	402(g)(1)	\$20,500	\$19,500
Catch-up contributions limit	414(v)	\$6,500	\$6,500
Highly compensated employee limit	414(q)(1)(B)(i)	\$135,000	\$130,000
Annual compensation limit	401(a)(17)	\$305,000	\$290,000
IRA contributions	219(b)(5)(A)	\$6,000	\$6,000
IRA catch-up limit	219(b)(5)(B)	\$1,000	\$1,000
Deferral limits for DC plans of state and local governments	457(b)(2) & 457(c)(1)	\$20,500	\$19,500
Definition of key employee in top-heavy plan	416(i)(1)(A)(i)	\$200,000	\$185,000
Social Security Wage Base		\$147,000	\$142,800
HSA contribution limit (single)		\$3,650	\$3,600
HSA contribution limit (family)		\$7,300	\$7,200
HSA catch-up limit		\$1,000	\$1,000
FSA contribution limit		\$2,850	\$2,750
FSA carryover limit		\$570	\$550
HDHP minimum deductible (self-only)		\$1,400	\$1,400
HDHP minimum deductible (family)		\$2,800	\$2,800
HDHP maximum out of pocket expense (self-only)		\$7,050	\$7,000
HDHP maximum out of pocket expense (family)		\$14,100	\$14,000
DCAP contribution limit		\$5,000 (\$2,500 married filing separately)	