

2023 Employee Benefit Plan Limits

Retirement Plan Limits

	2023	2022	2021
401(k), 403(b) and 457(b) deferral limits	\$22,500.00	\$20,500.00	\$19,500.00
Age 50 catchup contributions	\$7,500.00	\$6,500.00	\$6,500.00
Highly Compensated Employee Threshold (HCE Threshold)	\$150,000.00	\$135,000.00	\$130,000.00
Maximum Eligible Compensation	\$330,000.00	\$305,000.00	\$290,000.00
Social Security Taxable Wage Base	\$160,200.00	\$147,000.00	\$142,800.00
Key Employee Salary Threshold for Officers	\$215,000.00	\$200,000.00	\$185,000.00
DB Plan Benefit Limit	\$265,000.00	\$245,000.00	\$230,000.00
DC Plan Dollar Limit	\$66,000.00	\$61,000.00	\$58,000.00

Consumer Driven Health Plan Limits

	2023	2022	2021
HSA Contribution Limit (Employer + Employee)			
-Individual	\$3,850.00	\$3,650.00	\$3,600.00
-Family	\$7,750.00	\$7,300.00	\$7,200.00
HSA Catch-up	\$1,000.00	\$1,000.00	\$1,000.00
Health FSA Deferral Limit	\$3,050.00	\$2,850.00	\$2,750.00
Health FSA Maximum Rollover	\$610.00	\$570.00	\$550.00
QSEHRA			
-Individual	\$5,850.00	\$5,450.00	\$5,300.00
-Family	\$11,800.00	\$11,050.00	\$10,700.00

Key Dates to Remember Before the End of the Year

- December 1 – Last day to distribute Safe Harbor notices for existing plans.
- November 2 – Deadline to terminate a SIMPLE Plan.