

2022 BENEFIT PLAN LIMITS & THRESHOLDS CHART

Defined Contribution Plans

	2022	2021	Change
Maximum employee elective deferral (age 49 or younger)	\$20,500	\$19,500	+\$1,000
Employee catch-up contribution (age 50 or older by year-end)	\$6,500	\$6,500	no change
Maximum employee elective deferral plus catch-up contribution (age 50 or older)	\$27,000	\$26,000	+\$1,000
Defined contribution maximum limit, employee + employer (age 49 or younger)	\$61,000	\$58,000	+\$3,000
Defined contribution maximum limit (age 50 or older), all sources + catch-up	\$67,500	\$64,500	+\$3,000
Employee compensation limit for calculating contributions	\$305,000	\$290,000	+\$15,000
Key employees' compensation threshold for top-heavy plan testing	\$200,000	\$185,000	+\$15,000
Highly compensated employees' threshold for nondiscrimination testing	\$135,000	\$130,000	+\$5,000

Source: IRS Notice 2021-61.

Health Savings Accounts (HSAs) and High-Deductible Health Plans (HDHPs)

	2022	2021	Change
HSA contribution limit (employer + employee)	Self-only: \$3,650 Family: \$7,300	Self-only: \$3,600 Family: \$7,200	Self-only: +\$50 Family: +\$100
HSA catch-up contributions (age 55 or older)	\$1,000	\$1,000	no change
HDHP minimum deductibles	Self-only: \$1,400 Family: \$2,800	Self-only: 1,400 Family: \$2,800	no change no change
HDHP maximum out-of-pocket amounts (deductibles, co-payments and other amounts, but not premiums)	Self-only: \$7,050 Family: \$14,100	Self-only: \$7,000 Family: \$14,000	Self-only: +\$50 Family: +\$100

Source: IRS Notice 2021-25.

Health Care Flexible Spending Accounts (Health FSAs) and Limited-Scope (Vision/Dental) FSAs

	2022	2021	Change
Maximum salary deferral	\$2,850	\$2,750	+\$100
Maximum rollover amount	\$570	\$550 (as indexed, but carryover of full unused balance allowed)	+\$20 (indexed amount)

Source: IRS Notice 2021-45.

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Social Security (FICA) Payroll Tax

	2022	2021	Change
Maximum earnings subject to Social Security 12.4% FICA payroll tax (6.2% paid by employer and 6.2% paid by employee)	\$147,000	\$142,800	+\$4,200

Source: Social Security Administration.

Qualified Transportation Benefit (monthly limits)

	2022	2021	Change
Transit passes and van pool services (employer + employee)	\$280	\$270	+\$10
Qualified parking	\$280	\$270	+\$10

Source: IRS Revenue Procedure 2021-45.

Dependent Care FSAs (DC-FSAs), also called Dependent Care Assistance Plans (DCAPs)

	2022	2021	Change
Maximum salary deferral (single taxpayers and married couples filing jointly)	\$5,000 (as indexed, but raised to \$10,500)	Self-only: \$3,600 Family: \$7,200	no change (in- dexed amount)
Maximum salary deferral (married couples filing separately)	\$2,500 (as indexed, but raised to \$5,250)	\$1,000	no change (in- dexed amount)

Source: IRS Revenue Procedure 2021-45.