

## IRS and PBGC Benefit Plan Limits for 2024

Item	2024	2023	2022	2021
Qualified Plans Compensation Limit [§401(a)(17), §404(l), §408(k)(3)(C), & §408(k)(6)(D)(ii)]	\$ 345,000	\$ 330,000	\$ 305,000	\$ 290,000
Defined Benefit Plan Dollar Limit [§415(b)(1)(A)]	\$ 275,000	\$ 265,000	\$ 245,000	\$ 230,000
Defined Contribution Plan Annual Additions Dollar Limit [§415(c)(1)(A)]	\$ 69,000	\$ 66,000	\$ 61,000	\$ 58,000
401(k) Elective Deferral & 403(b) Salary Reduction Limits [§402(g)(1), and 457 Plan Deferral Limit [§457(e)(15)]	\$ 23,000	\$ 22,500	\$ 20,500	\$ 19,500
Catch-up (age 50 or older) Contribution Limit for 401(k), 403(b), 457, and SARSEP Plans [§414(v)(2)(B)(i)]	\$ 7,500	\$ 7,500	\$ 6,500	\$ 6,500
Puerto Rico Qualified Plan Under 1081.01(a) Cash or Deferred Contribution Limit [Puerto Rico IRC §1081.01(d)(7)(A)(i)]	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Catch-up (age 50 or older) Contribution Limit for Puerto Rico 1081.01(a) Plans [Puerto Rico IRC §1081.01(d)(7)(C)(i)]	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Elective Contributions to SIMPLE Plans [§408(p)(2)(E)]	\$ 16,000	\$ 15,500	\$ 14,000	\$ 13,500
Catch-up (age 50 or older) Contribution Limit for SIMPLE Plans [§414(v)(2)(B)(ii)]	\$ 3,500	\$ 3,500	\$ 3,000	\$ 3,000
IRA Contribution Limit [§219(b)(5)(A)]	\$ 7,000	\$ 6,500	\$ 6,000	\$ 6,000
Catch-up (age 50 or older) Contribution Limit for IRAs [§219(b)(5)(B)]	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Highly Compensated Employee Pay Threshold [§414(q)(1)(B)]	\$ 155,000	\$ 150,000	\$ 135,000	\$ 130,000
SEP Compensation Amount [§408(k)(2)(C)]	\$ 750	\$ 750	\$ 650	\$ 650
Compensation Limit – Certain Government Plans [§401(a)(17)]	\$ 505,000	\$ 490,000	\$ 450,000	\$ 430,000
Tax Credit Employee Stock Ownership Plan Limits [§409(o)(1)(C)(ii)]				
– 5-year maximum balance	\$ 1,380,000	\$ 1,330,000	\$ 1,230,000	\$ 1,165,000
– 1-year extension	275,000	265,000	245,000	230,000
Health Savings Accounts [§223]				
– HDHP minimum annual deductible (self/family)	\$ 1,600/3,200	\$ 1,500/3,000	\$ 1,400/2,800	\$ 1,400/2,800
– HDHP maximum out-of-pocket limit (self/family)	8,050/16,100	7,500/15,000	7,050/14,100	7,000/14,000
– Maximum HSA contribution limit (self/family)	4,150/8,300	3,850/7,750	3,650/7,300	3,600/7,200
– Catch-up (age 55 or older) contribution limit	1,000	1,000	1,000	1,000
Qualified Transportation Fringe Benefit (monthly) [§132(f)(2)]				
– Parking	\$ 315	\$ 300	\$ 280	\$ 270
– Transit pass/vanpooling	315	300	280	270
PBGC				
– Single-employer-plan maximum annual guaranteed life annuity at age 65	\$ 85,295.40	\$ 81,000.00	\$ 74,454.60	\$ 72,409.08
– Per-participant rate for flat-rate premium	101	96	88	86
– Variable-rate premium percent (multiplied by plan's unfunded PBGC liability)	5.2%	5.2%	4.8%	4.6%
– Variable-rate premium per-participant cap	686	652	598	582

## Social Security & Medicare Information for 2024

Item	2024	2023	2022	2021
OASDI Wage Base [6.2% payroll tax rate (FICA)]	\$ 168,600	\$ 160,200	\$ 147,000	\$ 142,800
HI Tax Point for Single Taxpayers [See <sup>(1)</sup> for payroll tax rates and married tax points]	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Average Annual Wage for 2 <sup>nd</sup> Prior Year	\$ 63,795.13	\$ 60,575.07	\$ 55,628.60	\$ 54,099.99
Benefit Payment Cost-of-Living Adjustment	3.2%	8.7%	5.9%	1.3%
Maximum Annual Benefit at Full Retirement Age ("FRA") <sup>(2)</sup>	\$ 45,864	\$ 43,524	\$ 40,140	\$ 37,356
Retirement Earnings Test – Exempt Amounts <sup>(3)</sup>				
– Before FRA	\$ 22,320	\$ 21,240	\$ 19,560	\$ 18,960
– Year of FRA	59,520	56,520	51,960	50,520
Wages Needed for One Quarter of Coverage	\$ 1,730	\$ 1,640	\$ 1,510	\$ 1,470
PIA Formula				
– 1 <sup>st</sup> bend point	\$ 1,174	\$ 1,115	\$ 1,024	\$ 996
– 2 <sup>nd</sup> bend point	7,078	6,721	6,172	6,002
Maximum Family Benefit Formula				
– 1 <sup>st</sup> bend point	\$ 1,500	\$ 1,425	\$ 1,308	\$ 1,272
– 2 <sup>nd</sup> bend point	2,166	2,056	1,889	1,837
– 3 <sup>rd</sup> bend point	2,825	2,682	2,463	2,395
Medicare				
– Part A deductible (per benefit period)	\$ 1,632	\$ 1,600	\$ 1,556	\$ 1,484
– Part B annual deductible	240	226	233	203
– Part B / D monthly premiums, if (AGI + TEI) <sup>(4)</sup> is:				
• \$103,000 or less (individual) or \$206,000 or less (joint return) <sup>(5)</sup>	174.70 / 0.00	164.90 / 0.00	170.10 / 0.00	148.50 / 0.00
• \$103,001 to \$129,000 (individual) or \$206,001 to \$258,000 (joint return) <sup>(5)</sup>	244.60 / 12.90	230.80 / 12.20	238.10 / 12.40	207.90 / 12.30
• \$129,001 to \$161,000 (individual) or \$258,001 to \$322,000 (joint return) <sup>(5)</sup>	349.40 / 33.30	329.70 / 31.50	340.20 / 32.10	297.00 / 31.80
• \$161,001 to \$193,000 (individual) or \$322,001 to \$386,000 (joint return) <sup>(5)</sup>	454.20 / 53.80	428.60 / 50.70	442.30 / 51.70	386.10 / 51.20
• \$193,001 to \$499,999 (individual) or \$386,001 to \$749,999 (joint return) <sup>(5)</sup>	559.00 / 74.20	527.50 / 70.00	544.30 / 71.30	475.20 / 70.70
• \$500,000 or above (individual) or \$750,000 or above (joint return) <sup>(5)</sup>	594.00 / 81.00	560.50 / 76.40	578.30 / 77.90	504.90 / 77.10

(1) Whereas the HI FICA employer payroll tax rate is 1.45% on all wages, the employee rate is 1.45% up to the tax point and 2.35% on wages over the tax point. Tax point is \$250,000 for joint returns and \$125,000 for married filing separately.

(2) Full Retirement Age was 65 for people born before 1938, and is gradually increasing for people born in 1938 and later years – to age 67 for people born in 1960 or later (see chart on right). The dollar amounts shown assume no earnings during the year the individual attains FRA.

(3) Prior to the year the individual attains FRA, Social Security benefits are reduced \$1 for every \$2 in earnings above the limit. In the year the individual attains FRA, benefits are reduced \$1 for every \$3 of earnings in excess of the limit, but only pre-FRA-month earnings are considered and only pre-FRA-month benefits are reduced. (In the first year that there is a month in which the individual does not earn more than 1/12 of the applicable annual limit, an alternative monthly-limit-based test is used if it results in greater benefits paid.)

(4) Adjusted gross income plus tax-exempt interest, generally from 2<sup>nd</sup> prior year. For example, 2024 premiums are based on 2022 AGI + TEI. Part D amounts shown are income-related adjustments payable to Medicare, over and above the plan premium.

(5) The breakpoints shown for these rows apply for 2024 premiums only; breakpoints for prior years were different.

Year of Birth	Full Retirement Age
<b>Before 1943</b>	<b>&lt; 66</b>
<b>1943-54</b>	<b>66</b>
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
<b>1960 and Later</b>	<b>67</b>