

IRS and PBGC Benefit Plan Limits for 2023

Item	2023	2022	2021	2020
Qualified Plans Compensation Limit [§401(a)(17), §404(l), §408(k)(3)(C), & §408(k)(6)(D)(ii)]	\$ 330,000	\$ 305,000	\$ 290,000	\$ 285,000
Defined Benefit Plan Dollar Limit [§415(b)(1)(A)]	\$ 265,000	\$ 245,000	\$ 230,000	\$ 230,000
Defined Contribution Plan Annual Additions Dollar Limit [§415(c)(1)(A)]	\$ 66,000	\$ 61,000	\$ 58,000	\$ 57,000
401(k) Elective Deferral & 403(b) Salary Reduction Limits [§402(g)(1), and 457 Plan Deferral Limit [§457(e)(15)]	\$ 22,500	\$ 20,500	\$ 19,500	\$ 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	\$ 6,500	\$ 6,500	\$ 6,500
Elective Contributions to SIMPLE Plans [§408(p)(2)(E)]	\$ 15,500	\$ 14,000	\$ 13,500	\$ 13,500
Catch-up (age 50 or older) Contribution Limit for SIMPLE Plans [§414(v)(2)(B)(ii)]	\$ 3,500	\$ 3,000	\$ 3,000	\$ 3,000
IRA Contribution Limit [§219(b)(5)(A)]	\$ 6,500	\$ 6,000	\$ 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)]	\$ 150,000	\$ 135,000	\$ 130,000	\$ 130,000
SEP Compensation Amount [§408(k)(2)(C)]	\$ 750	\$ 650	\$ 650	\$ 600
Compensation Limit – Certain Government Plans [§401(a)(17)]	\$ 490,000	\$ 450,000	\$ 430,000	\$ 425,000
Tax Credit Employee Stock Ownership Plan Limits [§409(o)(1)(C)(ii)]				
– 5-year maximum balance	\$ 1,330,000	\$ 1,230,000	\$ 1,165,000	\$ 1,150,000
– 1-year extension	265,000	245,000	230,000	230,000
Health Savings Accounts [§223]				
– HDHP minimum annual deductible (self/family)	\$ 1,500/3,000	\$ 1,400/2,800	\$ 1,400/2,800	\$ 1,400/2,800
– HDHP maximum out-of-pocket limit (self/family)	7,500/15,000	7,050/14,100	7,000/14,000	6,900/13,800
– Maximum HSA contribution limit (self/family)	3,850/7,750	3,650/7,300	3,600/7,200	3,550/7,100
– 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	\$ 300	\$ 280	\$ 270	\$ 270
– Transit pass/vanpooling	300	280	270	270
PBGC				
– Single-employer-plan maximum annual guaranteed life annuity at age 65	\$ 81,000.00	\$ 74,454.60	\$ 72,409.08	\$ 69,750.00
– Per-participant rate for flat-rate premium	96	88	86	83
– Variable-rate premium percent (multiplied by plan's unfunded PBGC liability)	5.2%	4.8%	4.6%	4.5%
– Variable-rate premium per-participant cap	652	598	582	561

Social Security & Medicare Information for 2023

Item	2023	2022	2021	2020
OASDI Wage Base [6.2% payroll tax rate (FICA)]	\$ 160,200	\$ 147,000	\$ 142,800	\$ 137,700
HI Tax Point for Single Taxpayers [See ⁽¹⁾ for payroll tax rates and married tax points]	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Average Annual Wage for 2 nd Prior Year	\$ 60,575.07	\$ 55,628.60	\$ 54,099.99	\$ 52,145.80
Benefit Payment Cost-of-Living Adjustment	8.7%	5.9%	1.3%	1.6%
Maximum Annual Benefit at Full Retirement Age ("FRA") ⁽²⁾	\$ 43,524	\$ 40,140	\$ 37,356	\$ 36,132
Retirement Earnings Test – Exempt Amounts ⁽³⁾				
– Before FRA	\$ 21,240	\$ 19,560	\$ 18,960	\$ 18,240
– Year of FRA	56,520	51,960	50,520	48,600
Wages Needed for One Quarter of Coverage	\$ 1,640	\$ 1,510	\$ 1,470	\$ 1,410
PIA Formula				
– 1 st bend point	\$ 1,115	\$ 1,024	\$ 996	\$ 960
– 2 nd bend point	6,721	6,172	6,002	5,785
Maximum Family Benefit Formula				
– 1 st bend point	\$ 1,425	\$ 1,308	\$ 1,272	\$ 1,226
– 2 nd bend point	2,056	1,889	1,837	1,770
– 3 rd bend point	2,682	2,463	2,395	2,309
Medicare				
– Part A deductible (per benefit period)	\$ 1,600	\$ 1,556	\$ 1,484	\$ 1,408
– Part B annual deductible	226	233	203	198
– Part B / D monthly premiums, if (AGI + TEI) ⁽⁴⁾ is:				
• \$97,000 or less (individual) or \$194,000 or less (joint return) ⁽⁵⁾	164.90 / 0.00	170.10 / 0.00	148.50 / 0.00	144.60 / 0.00
• \$97,001 to \$123,000 (individual) or \$194,001 to \$246,000 (joint return) ⁽⁵⁾	230.80 / 12.20	238.10 / 12.40	207.90 / 12.30	202.40 / 12.20
• \$123,001 to \$153,000 (individual) or \$246,001 to \$306,000 (joint return) ⁽⁵⁾	329.70 / 31.50	340.20 / 32.10	297.00 / 31.80	289.20 / 31.50
• \$153,001 to \$183,000 (individual) or \$306,001 to \$366,000 (joint return) ⁽⁵⁾	428.60 / 50.70	442.30 / 51.70	386.10 / 51.20	376.00 / 50.70
• \$183,001 to \$499,999 (individual) or \$366,001 to \$749,999 (joint return) ⁽⁵⁾	527.50 / 70.00	544.30 / 71.30	475.20 / 70.70	462.70 / 70.00
• \$500,000 or above (individual) or \$750,000 or above (joint return) ⁽⁵⁾	560.50 / 76.40	578.30 / 77.90	504.90 / 77.10	491.60 / 76.40

(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 2nd prior year. For example, 2023 premiums are based on 2021 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 2023 premiums only; breakpoints for prior years were different.

Year of Birth	Full Retirement Age
Before 1943	< 66
1943-54	66
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
1960 and Later	67