



# National Tax Advisory®

NTA-1204

January 10, 2023

**To:** All Professional Tax Personnel  
**From:** Checkpoint Editors  
**Re:** Employee Benefit Plan and IRA Quick Reference Table (2021–2023)

**Synopsis:** Many federal income tax deductions and benefits related to retirement and benefit plans are adjusted for inflation, as shown below.

	2023	2022	2021
<b>Compensation Limit [IRC Sec. 401(a)(17)]</b>	\$ 330,000	\$ 305,000	\$ 290,000
<b>Defined Benefit Plan Annual Benefit Limit</b>	\$ 265,000	\$ 245,000	\$ 230,000
<b>Defined Contribution Plan Annual Contribution Limit</b>	\$ 66,000	\$ 61,000	\$ 58,000
<b>401(k), 403(b), and SARSEPs</b>			
Annual Deferral Limit <sup>1</sup>	\$ 22,500	\$ 20,500	\$ 19,500
Catch-up Contribution <sup>2</sup>	7,500	6,500	6,500
<b>457 Plan</b>			
Annual Deferral Limit	\$ 22,500	\$ 20,500	\$ 19,500
Catch-up Contribution <sup>2</sup>	7,500	6,500	6,500
<b>SIMPLE Plan</b>			
Annual Deferral Limit	\$ 15,500	\$ 14,000	\$ 13,500
Catch-up Contribution <sup>2</sup>	3,500	3,000	3,000
<b>IRA</b>			
Annual Contribution Limit	\$ 6,500	\$ 6,000	\$ 6,000
Catch-up Contribution <sup>2</sup>	1,000	1,000	1,000
<b>Highly Compensated Employee Compensation Threshold</b>	\$ 150,000	\$ 135,000	\$ 130,000
<b>Key Employee Officer Compensation Threshold</b>	\$ 215,000	\$ 200,000	\$ 185,000
<b>SEP Compensation Threshold</b>	\$ 750	\$ 650	\$ 650
<b>Traditional IRA Deduction Phaseout (AGI)</b>			
Unmarried—Active Participant in Employer Plan	\$73,000/83,000	\$68,000/78,000	\$66,000/76,000
MFS—Any Spouse Participates	0/10,000	0/10,000	0/10,000
MFJ—Nonparticipating Spouse	218,000/228,000	204,000/214,000	198,000/208,000
MFJ—Participating Spouse	116,000/136,000	109,000/129,000	105,000/125,000
<b>Roth IRA Contribution Eligibility (AGI)</b>			
Joint Return	\$218,000/228,000	\$204,000/214,000	\$198,000/208,000
Single, HOH	138,000/153,000	129,000/144,000	125,000/140,000
MFS	0/10,000	0/10,000	0/10,000
<b>Excludible Long-term Care Per Diem</b>	\$ 420	\$ 390	\$ 400
<b>Eligible Long-term Care Premiums</b>			
Age 40 and under	\$ 480	\$ 450	\$ 450
Age 41–50	890	850	850
Age 51–60	1,790	1,690	1,690
Age 61–70	4,770	4,510	4,520
Over age 70	5,960	5,640	5,640

	2023	2022	2021
<b>Medical Savings Accounts (MSAs)</b>			
Self-only Coverage			
Deductible Not Less Than	\$ 2,650	\$ 2,450	\$ 2,400
and Not More Than	3,950	3,700	3,600
Out-of-pocket Expenses Do Not Exceed	5,300	4,950	4,800
Family Coverage			
Deductible Not Less Than	\$ 5,300	\$ 4,950	\$ 4,800
and Not More Than	7,900	7,400	7,150
Out-of-pocket Expenses Do Not Exceed	9,650	9,050	8,750
<b>Health Savings Accounts (HSAs)</b>			
Plan Minimum Deductible			
Self-only Coverage	\$ 1,500	\$ 1,400	\$ 1,400
Family Coverage	3,000	2,800	2,800
Contribution (Deduction) Maximum			
Self-only Coverage	\$ 3,850	\$ 3,650	\$ 3,600
Family Coverage	7,750	7,300	7,200
Catch-up Contribution <sup>3</sup>	\$ 1,000	\$ 1,000	\$ 1,000
Plan Out-of-pocket Limit			
Self-only Coverage	\$ 7,500	\$ 7,050	\$ 7,000
Family Coverage	15,000	14,100	14,000
<b>Health Flexible Savings Account (FSA)</b>			
<b>Contribution Limit</b>	\$ 3,050	\$ 2,850	\$ 2,750
<b>Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)</b>			
<b>Contribution Limit</b>			
Self-only Coverage	\$ 5,850	\$ 5,450	\$ 5,300
Family Coverage	11,800	11,050	10,700
<b>Qualified Transportation Exclusions<sup>4</sup></b>			
Parking/per Month	\$ 300	\$ 280	\$ 270
Transit Passes/per Month	300	280	270
<b>Social Security Tax Wage Base</b>	\$ 160,200	\$ 147,000	\$ 142,800
<b>Control Employee Compensation Limit</b>			
Officers	\$ 130,000	\$ 120,000	\$ 115,000
Other Employees	265,000	245,000	235,000
<b>Small Employer Health Insurance Credit</b>			
Wage Threshold	\$ 30,700	\$ 28,700	\$ 27,800

<sup>1</sup> This applies to the total of all elective deferrals an individual makes for the year to 401(k) plans, 403(b) plans, SARSEPs, and SIMPLE plans. However, deferrals to each SIMPLE plan in which the individual participates also are limited, as shown later in the table.

<sup>2</sup> Catch-up contributions are available each year to individuals who reach age 50 by the end of the year.

<sup>3</sup> For HSAs, catch-up contributions are available each year to individuals aged 55 or older.

<sup>4</sup> No employer deduction is allowed for qualified transportation fringe expenses. However, the employee can still exclude the benefit from income (except in the case of qualified bicycle commuting reimbursements).