

## IRS Plan Limits

PLAN LIMITS	2024	2023	2022
401(k)/403(b) Deferrals	\$23,000*	\$22,500	\$20,500
401(k)/403(b) Catch Up	\$7,500	\$7,500	\$6,500
Key Employee	\$220,000*	\$215,000	\$200,000
Highly Compensated Employee	\$155,000*	\$150,000	\$135,000
457 Deferrals	\$23,000*	\$22,500	\$20,500
IRA	\$7,000*	\$6,500	\$6,000
IRA Catch Up	\$1,000	\$1,000	\$1,000
Defined Contribution	\$69,000*	\$66,000	\$61,000
Defined Benefit	\$275,000*	\$265,000	\$245,000
Includible Compensation	\$345,000*	\$330,000	\$305,000
Tax Credit ESOP Maximum Balance	\$1,380,000*	\$1,330,000	\$1,230,000
Social Security Taxable Wage Base	\$168,600*	\$160,200	\$147,000
SEP Min. Participation Threshold	\$750	\$750	\$650
SEP Maximum Participation Threshold	\$345,000*	\$330,000	\$305,000
SIMPLE Deferrals	\$16,000*	\$15,500	\$14,000
SIMPLE Plan Catch Up	\$3,500	\$3,500	\$3,000

<b>Maximum Monthly Social Security</b>	\$3,822*	\$3,627	\$3,348
<b>HSA Individual Contribution</b>	\$4,150*	\$3,850	\$3,650
<b>HSA Family Contribution</b>	\$8,300*	\$7,750	\$7,300
<b>HSA Catch Up Contribution (ages 55+)</b>	\$1,000	\$1,000	\$1,000
<b>HDHP Minimum Individual Deductible</b>	\$1,600*	\$1,500	\$1,400
<b>HDHP Minimum Family Deductible</b>	\$3,200*	\$3,000	\$2,800
<b>HDHP Out-of-Pocket Maximum - Self</b>	\$8,050*	\$7,500	\$7,300
<b>HDHP Out-of-Pocket Maximum - Family</b>	\$16,100*	\$15,000	\$14,100
<b>Monthly Transit/Van Pooling</b>	\$315*	\$300	\$280
<b>Monthly Qualified Parking</b>	\$315*	\$300	\$280
<b>FSA Medical Maximum Deferral</b>	\$3,200*	\$3,050	\$2,850
<b>Medical FSA Carryover</b>	\$640*	\$610	\$570
<b>FSA Dependent Care Max. Deferral</b>	\$5,000	\$5,000	\$5,000
<i>* Indicates a change from 2023 to 2024.</i>			