

2023 BENEFIT PLAN LIMITS & THRESHOLDS CHART

Defined Contribution Plans

	2023	2022	Change
Maximum employee elective deferral (age 49 or younger)	\$22,500	\$20,500	+\$2,000
Employee catch-up contribution (age 50 or older by year-end)	\$7,500	\$6,500	+\$1,000
Maximum employee elective deferral plus catch-up contribution (age 50 or older)	\$30,000	\$27,000	+\$3,000
Defined contribution maximum limit, employee + employer (age 49 or younger) ³	\$66,000	\$61,000	+\$5,000
Defined contribution maximum limit (age 50 or older), all sources + catch-up	\$73,500	\$67,500	+\$6,000
Employee compensation limit for calculating contributions	\$330,000	\$305,000	+\$25,000
Key employees' compensation threshold for top-heavy plan testing	\$215,000	\$200,000	+\$15,000
Highly compensated employees' threshold for nondiscrimination testing	\$150,000	\$135,000	+\$15,000

Source: IRS Notice 2022-55.

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

	2023	2022	Change
HSA contribution limit (employer + employee)	Self-only: \$3,850 Family: \$7,750	Self-only: \$3,650 Family: \$7,300	Self-only: +\$200 Family: +\$450
HSA catch-up contributions (age 55 or older)	\$1,000	\$1,000	no change (not indexed)
HDHP minimum deductibles	Self-only: \$1,500 Family: \$3,000	Self-only: 1,400 Family: \$2,800	Self-only: +100 Family: +200
HDHP maximum out-of-pocket amounts (deductibles, co-payments and other amounts, but not premiums)	Self-only: \$7,500 Family: \$15,000	Self-only: \$7,050 Family: \$14,100	Self-only: +450 Family: +\$900

Source: IRS Revenue Procedure 2022-24.

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

	2023	2022	Change
Maximum salary deferral	\$3,050	\$2,850	+\$200
Maximum rollover amount	\$610	\$570	+\$40

Source: IRS Revenue Procedure 2022-38.

2023 BENEFIT PLAN LIMITS & THRESHOLDS CHART

Social Security (FICA) Payroll Tax

	2023	2022	Change
Maximum earnings subject to Social Security 12.4% FICA payroll tax (6.2% paid by employer and 6.2% paid by employee)	\$160,200	\$147,000	+\$13,200

Source: Social Security Administration.

Qualified Transportation Benefits (monthly limits)

	2023	2022	Change
Transit passes and van pool services (employer + employee)	\$300	\$280	+\$20
Qualified parking	\$300	\$280	+\$20

Source: IRS Revenue Procedure 2022-38.

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

	2023	2022	Change
Maximum salary deferral (single taxpayers and married couples filing jointly)	\$5,000	\$5,000	no change (not indexed)
Maximum salary deferral (married couples filing separately)	\$2,500	\$2,500	no change (not indexed)

Source: IRS Revenue Procedure 2022-38.