

## EMPLOYEE BENEFITS

## Annual Benefit Plan Limits (2021-2022)

	2021	2022
Adoption Assistance Plans <a href="#">(Rev. Proc. 2021-45)</a>		
Maximum Excludable Amount	\$14,440	\$14,890
Phase-Out Income Thresholds	\$216,660 - \$256,660	\$223,410 - \$263,410
Educational Assistance Plans		
Annual Limit (other than working condition fringe benefits)	\$5,250	\$5,250
Health Flexible Spending Accounts <a href="#">(Rev. Proc. 2021-45)</a>		
Annual Limit on Employee Elective Contributions	\$2,750	\$2,850
Carryover Limit (if applicable)	\$550	\$570
Affordable Care Act (ACA) Provisions		
Safe Harbor Contribution Limit (percent of W-2, FPL or Rate of Pay) <a href="#">(Rev. Proc. 2021-36)</a>	9.83%	9.61%
Employer Shared Responsibility Penalties		TBD – Estimates:
<ul style="list-style-type: none"> <li>• 4980H(a) penalty (failure to offer minimum essential coverage)</li> <li>• 4980H(b) penalty (failure to offer affordable, MV MEC coverage)</li> </ul>	<ul style="list-style-type: none"> <li>• \$2,700</li> <li>• \$4,060</li> </ul>	<ul style="list-style-type: none"> <li>• \$2,750</li> <li>• \$4,120</li> </ul>
Individual Shared Responsibility Penalty	(Effectively repealed effective 1/1/19, due to penalty reduction to \$0)	

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	2021	2022
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Affordable Care Act (ACA) Provisions Cont.

Maximum Out-of-Pocket Limit for Qualified Health Plans

• Individual	• \$8,550	• \$8,700
• Family	• \$17,100	• \$17,400

Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Annual Limits ([Rev. Proc. 2021-45](#)):

• Individual	• \$5,300	• \$5,450
• Family	• \$10,700	• \$11,050

Contribution Limit for Excepted Benefit HRA	\$1,800	\$1,800
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Health Savings Account/High Deductible Health Plan Limits ([Rev. Proc. 2021-25](#))

HDHP Minimum Deductible Amount<sup>1</sup>

• Individual	• \$1,400	• \$1,400
• Family	• \$2,800	• \$2,800

HDHP Maximum Deductible Amount<sup>1</sup>

• Individual	• \$7,000	• \$7,050
• Family	• \$14,000 <sup>2</sup>	• \$14,100 <sup>2</sup>

HSA Maximum Contribution Amount (per Calendar Year)

• Individual	• \$3,600	• \$3,650
• Family	• \$7,200	• \$7,300

Catch-Up Contribution (Age 55 and older by end of tax year)	\$1,000	\$1,000
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Monthly Transportation Plan Limits ([Rev. Proc. 2021-45](#))

Commuter Highway Vehicle and Transit Pass	\$270	\$280
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Qualified Parking	\$270	\$280
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<sup>1</sup> HDHP minimum deductible and out-of-pocket amounts apply to the plan year beginning on or after January 1 each year.

<sup>2</sup> The maximum out-of-pocket per individual in a family contract may not exceed the individual out-of-pocket limit to comply with ACA individual cost-sharing limits. This applies to 2016 and later plan years.

	2021	2022
Retirement Plans – [Pension, 401(k), 403(b), 457, etc.] ( <a href="#">Notice 2021-61</a> )		
Maximum Annual Elective Deferral	\$19,500	\$20,500
Catch-Up Provision Limit (Over age 50)	\$6,500	\$6,500
Maximum Annual Contribution Limits (Money Purchase, Profit Sharing, Target Plans)	\$58,000	\$61,000
Maximum Annual Benefit Limit (Defined Benefit Plans)	\$230,000	\$245,000
Maximum Annual Compensation Limit	\$290,000	\$305,000
Compensation Limit for Highly Compensated Employees	\$130,000	\$135,000
Threshold Amount for Determining Key Employees – Officers Earning More than	\$185,000	\$200,000
Social Security <a href="#">Taxable Wage Base</a>	\$142,800	\$147,000
Long Term Care Insurance Exclusion Limit ( <a href="#">Rev. Proc. 2021-45</a> )		

Taxpayer Age (by the close of the tax year):

• 40 and younger	• \$450	• \$450
• 40-50	• \$850	• \$850
• 50-60	• \$1,690	• \$1,690
• 60-70	• \$4,520	• \$4,520
• Older than 70	• \$5,640	• \$5,640

Standard Mileage Rates		
• Business Mileage	• \$.56	• \$.585
• Medical and Moving Mileage	• \$.16	• \$.18



## How Brown & Brown Can Help

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