

2021 Limitations for Retirement and H&W Plans

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Limitations on Qualified Retirement Plans			
Code	Limitation Description	2020	2021
415(b)	Annual benefit limit for DB plans	\$230,000	\$230,000
415(c)	Annual contribution limit for DC plans	\$57,000 (plus catch-up)	\$58,000 (plus catch-up)
401(a)(17)	Annual compensation limit for determining benefits or contributions	\$285,000	\$290,000
402(g)	Elective deferral limit under 401(k), 403(b), and most 457(b) plans	\$19,500	\$19,500
414(v)	Catch-up contribution limit for 401(k), 403(b), and most 457(b) plans	\$6,500	\$6,500
414(q)(1)(B)	Highly Compensated Employee compensation threshold	\$130,000	\$130,000
416(i)	Key Employee compensation threshold	\$185,000	\$185,000
	Income subject to Social Security Tax	\$137,700	\$142,800
Limitations on Fringe Benefits			
Code	Limitation Description	2020	2021
132(f)	Monthly qualified transportation fringe benefit (transit/parking) limit	\$270	\$270
Limitations on Health Savings Accounts (HSAs)			
Code	Limitation Description	2020	2021
223(b)(2)	HSA annual contribution limit	\$3,550 (individual); \$7,100 (family)	\$3,600 (individual); \$7,200 (family)
223(b)(3)	HSA catch-up contribution limit	\$1,000	\$1,000
223(c)(2)(A)	High Deductible Health Plan (HDHP) deductible threshold	\$1,400 (individual); \$2,800 (family)	\$1,400 (individual); \$2,800 (family)
	High Deductible Health Plan (HDHP) out-of-pocket expense threshold	\$6,900 (individual); \$13,800 (family)	\$7,000 (individual); \$14,000 (family)
Limitations on Flexible Spending Accounts (FSAs)			
Code	Limitation Description	2020	2021
125(i)	Health FSA salary deferral limit	\$2,750	\$2,750
129	Dependent Care FSA salary deferral limit	\$5,000	\$5,000
	Maximum Health FSA carryover amount	\$550	\$550