

2021 Limits for Benefit Plans

Retirement Benefits and Contribution Limits	2021	2020	2019	2018
Elective deferral: 401(k), 403(b) & 457(b) plans	\$19,500	\$19,500	\$19,000	\$18,500
Catch-up: 401(k), 403(b) & 457(b) plans	\$6,500	\$6,500	\$6,000	\$6,000
Annual additions: defined contribution plans	\$58,000	\$57,000	\$56,000	\$55,000
Annual benefits: defined benefit plans	\$230,000	\$230,000	\$225,000	\$220,000
Annual Compensation Limits				
General rule	\$290,000	\$285,000	\$280,000	\$275,000
Certain governmental plans	\$430,000	\$425,000	\$415,000	\$405,000
Other Thresholds				
“Highly Compensated Employee” definition	\$130,000	\$130,000	\$125,000	\$120,000
“Officer” for “Key Employee” definition	\$185,000	\$185,000	\$180,000	\$175,000
Social Security taxable wage base	\$142,800	\$137,700	\$132,900	\$128,400
FSA Contribution Limits				
Elective contribution; health care	\$2,750	\$2,750	\$2,700	\$2,650
Dependent care	\$5,000	\$5,000	\$5,000	\$5,000
HSA Limits				
HSA maximum contribution	Self-only: \$3,600	Self-only: \$3,550	Self-only: \$3,500	Self-only: \$3,450
	Family: \$7,200	Family: \$7,100	Family: \$7,000	Family: \$6,900
	Catch-up: \$1,000	Catch-up: \$1,000	Catch-up: \$1,000	Catch-up: \$1,000
HDHP minimum deductible	Self-only: \$1,400	Self-only: \$1,400		
	Family: \$2,800	Family: \$2,800		
HDHP maximum out-of-pocket	Self-only: \$7,000	Self-only: \$6,900		
	Family: \$14,000	Family: \$13,800		
PPACA maximum out-of-pocket	Self-only: \$8,550	Self-only: \$8,150		
	Family: \$17,100	Family: \$16,300		



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We can provide valuable, preventive advice that enhances your bottom line in a wide range of situations. Times you should contact benefits counsel include when the company:

- + Receives notice of audit/investigation from IRS, DOL, or PBGC
- + Is hiring, terminating, or incentivizing an executive
- + Anticipates buying, selling, reorganizing, or changing ownership of the company
- + Considers implementing or changing a bonus, retirement, or welfare plan
- + Identifies a potential error in how a benefit plan was operated
- + Decides to change vendors for a benefit plan

For the full list, visit the [Employee Benefits and Executive Compensation page on our website.](#)

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