



2022 Limits for Benefit Plans

December 2021

Each year, the U.S. government adjusts the limits for retirement plans, Social Security, Medicare, and other benefit programs to reflect price and wage inflation, and changes in the law. As a result, employee benefit plans must be adapted annually to accommodate the new limits.

Tax Qualified Retirement Plans—Published by IRS

	2022	2021	2020	2019
Annual Compensation¹				
Basic limit	\$ 305,000	\$ 290,000	\$ 285,000	\$ 280,000
Certain governmental plans	\$ 450,000	\$ 430,000	\$ 425,000	\$ 415,000
Limits on Benefits and Contributions				
Defined benefit plans, basic limit ²	\$ 245,000	\$ 230,000	\$ 230,000	\$ 225,000
Defined contribution plans, basic limit ²	\$ 61,000	\$ 58,000	\$ 57,000	\$ 56,000
401(k) and 403(b) plans, elective deferrals	\$ 20,500	\$ 19,500	\$ 19,500	\$ 19,000
457(b) plans, elective deferrals	\$ 20,500	\$ 19,500	\$ 19,500	\$ 19,000
415 compensation limit adjustment factor	1.0534	1.0122	1.0176	1.0264
Catch-up Contributions				
401(k), 403(b), or governmental 457(b) plans	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,000
SIMPLE plans	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
SIMPLE Plans: Elective Deferral Limit	\$ 14,000	\$ 13,500	\$ 13,500	\$ 13,000
Simplified Employee Pensions				
Minimum compensation	\$ 650	\$ 650	\$ 600	\$ 600
Maximum compensation	\$ 305,000	\$ 290,000	\$ 285,000	\$ 280,000
Tax Credit ESOPS				
5-year limit	\$ 1,230,000	\$ 1,165,000	\$ 1,150,000	\$ 1,130,000
Additional 1-year limit	\$ 245,000	\$ 230,000	\$ 230,000	\$ 225,000
"Highly Compensated" Definition ³	\$ 135,000	\$ 130,000	\$ 130,000	\$ 125,000
"Officer" for "Key Employee" Definition	\$ 200,000	\$ 185,000	\$ 185,000	\$ 180,000
Covered Compensation at Age 65 ⁴	\$ 97,620	\$ 94,560	\$ 91,464	\$ 85,920

¹ Limit applies to plan year (or 12-consecutive-month period) beginning in indicated calendar year.

² Limit applies to limitation year ending in indicated calendar year.

³ Limit applies to compensation during the plan year beginning in indicated calendar year to determine highly compensated for following plan year.

⁴ Amount applies in indicated calendar year to individuals age 65 in that year. It does not include increases beyond age 65 for individuals with a Social Security normal retirement age greater than 65. As of the date this is published, the 2022 amount was not official.

Defined Benefit Plan Insurance—Published by PBGC

	2022	2021	2020	2019
Maximum Guaranteed Benefit (Age 65 Annual SLA)	\$ 74,454.60	\$ 72,409.08	\$ 69,750.00	\$ 67,295.40
Single Employer Premium:				
Fixed-rate, per participant	\$ 88	\$ 86	\$ 83	\$ 80
Variable-rate (% of unfunded liability)	4.8%	4.6%	4.5%	4.3%
Variable-rate (per participant maximum)	\$ 598	\$ 582	\$ 561	\$ 541
Multiemployer Premium	\$ 32	\$ 31	\$ 30	\$ 29

Social Security—Published by SSA

	2022	2021	2020	2019
Payroll Taxes				
Employer and employee share	6.20% each	6.20% each	6.20% each	6.20% each
Wage base	\$ 147,000	\$ 142,800	\$ 137,700	\$ 132,900
Earnings Test Thresholds				
Years before normal retirement age ⁵	\$ 19,560	\$ 18,960	\$ 18,240	\$ 17,640
Year of normal retirement age ⁶	\$ 51,960	\$ 50,520	\$ 48,600	\$ 46,920
Cost-of-Living Adjustment, at End of Prior Year	5.9%	1.3%	1.6%	2.8%
Maximum Annual Benefit (Starting at Age 65) ⁷	\$ 35,916	\$ 34,092	\$ 34,284	\$ 33,084
Primary Insurance Amount (PIA) “Bend Points”				
90% of average indexed monthly earnings (AIME) up to:	\$ 1,024	\$ 996	\$ 960	\$ 926
32% of excess AIME up to (and 15% of excess over):	\$ 6,172	\$ 6,002	\$ 5,785	\$ 5,583
Family Maximum “Bend Points”				
150% of PIA up to:	\$ 1,308	\$ 1,272	\$ 1,226	\$ 1,184
272% of excess PIA up to:	\$ 1,889	\$ 1,837	\$ 1,770	\$ 1,708
134% of excess PIA up to (and 175% of excess over):	\$ 2,463	\$ 2,395	\$ 2,309	\$ 2,228
Average Covered Wages, for Indexing Wages	—	—	—	\$ 54,099.99

⁵ In 2009 through 2020, the Social Security normal retirement age is age 66. The normal retirement age will gradually increase to age 67 in 2027.

⁶ This earnings test applies in the months before a worker's Social Security normal retirement age in the year the worker attains that age. For example, the earnings test would apply to a worker born in September 1955 for the 10 months before the Social Security normal retirement age of 66 and 2 months (i.e., November 2021).

⁷ For retirement at age 65, the Social Security benefit is reduced for early retirement for employees born after 1937.

Medicare—Published by Centers for Medicare & Medicaid Services

	2022	2021	2020	2019
Part A (Hospital Insurance)				
Payroll tax rate, employer share/employee share	1.45%	1.45%	1.45%	1.45%
Wage base	Unlimited	Unlimited	Unlimited	Unlimited
Additional tax rate, employee only ⁸	0.9%	0.9%	0.9%	0.9%
Inpatient deductible	\$ 1,556.00	\$ 1,484.00	\$ 1,408.00	\$ 1,364.00
Daily coinsurance, days 61-90	\$ 389.00	\$ 371.00	\$ 352.00	\$ 341.00
Daily coinsurance, days 91-150 lifetime reserve	\$ 778.00	\$ 742.00	\$ 704.00	\$ 682.00
Daily coinsurance, skilled nursing facility, days 21-100	\$ 194.50	\$ 185.50	\$ 176.00	\$ 170.50
Part B (Supplementary Medical Insurance)				
Monthly premium ⁹	\$ 170.10	\$ 148.50	\$ 144.60	\$ 135.50
Deductible	\$ 233.00	\$ 203.00	\$ 198.00	\$ 185.00
Part D (Standard Drug Insurance)				
Monthly premium ¹⁰ CMS avg.	\$ 33.00	\$ 31.00	\$ 30.00	\$ 33.00
Deductible	\$ 480.00	\$ 445.00	\$ 435.00	\$ 415.00
Initial coverage limit (Medicare pays 75%)	\$ 4,430.00	\$ 4,130.00	\$ 4,020.00	\$ 3,820.00
Out-of-pocket threshold (Medicare pays 0%)	\$ 7,050.00	\$ 6,550.00	\$ 6,350.00	\$ 5,100.00
Catastrophic coverage for low income subsidy beneficiaries (Medicare pays 95%)	\$ 10,012.50	\$ 9,313.75	\$ 9,038.75	\$ 7,653.75

Health Savings Accounts—Published by IRS

	2022		2021		2020		2019	
	Single	Family	Single	Family	Single	Family	Single	Family
Maximum Contributions	\$ 3,650	\$ 7,300	\$ 3,600	\$ 7,200	\$ 3,550	\$ 7,100	\$ 3,500	\$ 7,000
Minimum Deductible	\$ 1,400	\$ 2,800	\$ 1,400	\$ 2,800	\$ 1,400	\$ 2,800	\$ 1,350	\$ 2,700
Maximum Out-of-Pocket ¹¹	\$ 7,050	\$ 14,100	\$ 7,000	\$ 14,000	\$ 6,900	\$ 13,800	\$ 6,750	\$ 13,500
Catch-up Contributions	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000

Medical Savings Accounts—Published by IRS

		2022	2021	2020	2019
Contribution Range	Single	\$ 1,592.50-\$2,405.00	\$ 1,560.00-\$2,340.00	\$ 1,527.50-\$2,307.50	\$ 1,527.50-\$2,275.00
	Family	\$ 3,712.50-\$5,550.00	\$ 3,600.00-\$5,362.50	\$ 3,562.50-\$5,325.00	\$ 3,487.50-\$5,250.00
Deductible Range	Single	\$ 2,450-\$3,700	\$ 2,400-\$3,600	\$ 2,350-\$3,550	\$ 2,350-\$3,500
	Family	\$ 4,950-\$7,400	\$ 4,800-\$7,150	\$ 4,750-\$7,100	\$ 4,650-\$7,000
Maximum Out-of-Pocket	Single	\$ 4,950	\$ 4,800	\$ 4,750	\$ 4,650
	Family	\$ 9,050	\$ 8,750	\$ 8,650	\$ 8,550

⁸ On individual's wages and other compensation in excess of \$200,000 (or, if married filing a joint return, \$250,000).

⁹ The income-related Part B premiums for **2022** will be \$238.10, \$340.20, \$442.30, \$544.30, or \$578.30, if an individual's "modified adjusted gross income" exceeds \$91,000, \$114,000, \$142,000, \$170,000, or \$500,000 respectively (or, if married filing a joint return, \$182,000, \$228,000, \$284,000, \$340,000, or \$750,000 respectively). The base premium and income-related amounts do not reflect the "hold harmless" limit (capping the annual premium increase at the PIA benefit COLA increase for most individuals).

¹⁰ These figures are averages. The premiums vary depending upon the type of coverage and the private sector insurer sponsoring the Part D plan. In addition, income related premium adjustments apply at incomes above specified threshold amounts.

¹¹ The individual out-of-pocket maximum for family members follows the single member limit that applies to group health plans (\$8,700 in 2022).

Group Health Plans (Other Than HDHP/HSA)—Published by the Department of Health and Human Services

	2022		2021		2020		2019	
	Single	Family	Single	Family	Single	Family	Single	Family
Maximum Out-of-Pocket (Limitation on Cost Sharing)	\$ 8,700	\$ 17,400	\$ 8,550	\$ 17,100	\$ 8,150	\$ 16,300	\$ 7,900	\$ 15,800

Health FSAs

	2022	2021	2020	2019
Maximum	\$ 2,850	\$ 2,750	\$ 2,750	\$ 2,700

Dependent Care FSAs/Dependent Care Assistance Plans

	2022	2021	2020	2019
Maximum	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000

Long-Term Care Insurance Premiums—Published by IRS

	2022	2021	2020	2019
Age 40 or Less	\$ 450	\$ 450	\$ 430	\$ 420
Age 41-50	\$ 850	\$ 850	\$ 810	\$ 790
Age 51-60	\$ 1,690	\$ 1,690	\$ 1,630	\$ 1,580
Age 61-70	\$ 4,510	\$ 4,520	\$ 4,350	\$ 4,220
Older than 70	\$ 5,640	\$ 5,640	\$ 5,430	\$ 5,270

Control Employee Definition for Commuting Valuation—Published by IRS

	2022	2021	2020	2019
Officer Compensation	\$ 120,000	\$ 115,000	\$ 115,000	\$ 110,000
Employee Compensation	\$ 245,000	\$ 235,000	\$ 230,000	\$ 225,000

Qualified Transportation Fringe Benefits—Published by IRS

	2022	2021	2020	2019
Monthly Parking	\$ 280	\$ 270	\$ 270	\$ 265
Monthly Transit Pass/Commuter Vehicle	\$ 280	\$ 270	\$ 270	\$ 265

Adoption Exclusion and Credit—Published by IRS

	2022	2020	2020	2019
Maximum for Exclusion and Credit, Per Child	\$ 14,890	\$ 14,440	\$ 14,300	\$ 14,080
Phase-out Start for Credit ¹²	\$ 223,410	\$ 216,660	\$ 214,520	\$ 211,160

¹² Completely phased out for taxpayers with modified adjusted gross income of \$263,410 or more in 2022.

Retirement Savings Contributions Credit (Saver's Credit)—Published by IRS

	2022	2021	2020	2019
Maximum Contribution for Saver's Credit				
Married filing jointly	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
Other	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Credit Fully Phased Out if Adjusted Gross Income Over				
Married filing jointly	\$ 68,000	\$ 66,000	\$ 65,000	\$ 64,000
Head of household	\$ 51,000	\$ 49,500	\$ 48,750	\$ 48,000
Other	\$ 34,000	\$ 33,000	\$ 32,500	\$ 32,000

Federal Standard Deduction and Exemption—Published by IRS

	2022	2021	2020	2019
Basic Standard Deduction				
Married filing jointly	\$ 25,900	\$ 25,100	\$ 24,800	\$ 24,400
Head of household	\$ 19,400	\$ 18,800	\$ 18,650	\$ 18,350
Single	\$ 12,950	\$ 12,550	\$ 12,400	\$ 12,200
Personal exemption	\$ 0	\$ 0	\$ 0	\$ 0

Federal Income Tax Brackets—Published by IRS

		2022	2021	2020	2019
Married Filing Jointly	Rate	Tax Bracket	Tax Bracket	Tax Bracket	Tax Bracket
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 20,550	\$ 19,900	\$ 19,750	\$ 19,400
	22.0%	\$ 83,550	\$ 81,050	\$ 80,250	\$ 78,950
	24.0%	\$ 178,150	\$ 172,750	\$ 171,050	\$ 168,400
	32.0%	\$ 340,100	\$ 329,850	\$ 326,600	\$ 321,450
	35.0%	\$ 431,900	\$ 418,850	\$ 414,700	\$ 408,200
	37.0%	\$ 647,850	\$ 628,300	\$ 622,050	\$ 612,350
Head of Household					
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 14,650	\$ 14,200	\$ 14,100	\$ 13,850
	22.0%	\$ 55,900	\$ 54,200	\$ 53,700	\$ 52,850
	24.0%	\$ 89,050	\$ 86,350	\$ 85,500	\$ 84,200
	32.0%	\$ 170,050	\$ 164,900	\$ 163,300	\$ 160,700
	35.0%	\$ 215,950	\$ 209,400	\$ 207,350	\$ 204,100
	37.0%	\$ 539,900	\$ 523,600	\$ 518,400	\$ 510,300
Single					
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 10,275	\$ 9,950	\$ 9,875	\$ 9,700
	22.0%	\$ 41,775	\$ 40,525	\$ 40,125	\$ 39,475
	24.0%	\$ 89,075	\$ 86,375	\$ 85,525	\$ 84,200
	32.0%	\$ 170,050	\$ 164,925	\$ 163,300	\$ 160,725
	35.0%	\$ 215,950	\$ 209,425	\$ 207,350	\$ 204,100
	37.0%	\$ 539,900	\$ 523,600	\$ 518,400	\$ 510,300

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