



2021 Annual Benefit Plan Amounts		
Contribution & Benefit Limits	2020 Limit	2021 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$19,500	\$19,500
SIMPLE plan annual deferral	\$13,500	\$13,500
Section 415 maximums		
▪ Annual benefit from defined benefit plan	\$230,000	\$230,000
▪ Annual additions to defined contribution plan	\$57,000	\$58,000
Maximum IRA contribution	\$6,000	\$6,000
Catch-up contribution limits		
▪ Retirement plan	\$6,500	\$6,500
▪ SIMPLE plan	\$3,000	\$3,000
▪ IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$285,000	\$290,000
Grandfathered governmental plan participants	\$425,000	\$430,000
Highly compensated employees		
▪ Any employee*	\$130,000**	\$ 130,000**
▪ 5 percent owner	no minimum	no minimum
* Employer may elect to limit to top-paid 20%		
** Due to the look-back rule, applies in determining HCEs during following year		
Key employees		
▪ Officer	\$185,000	\$185,000
▪ 1 percent owner	\$150,000	\$150,000
▪ 5 percent owner	no minimum	no minimum
Small Employer Health Insurance Credit Average Wage Phase-Out	\$27,600	\$27,800

This information is brought to you by your Partner Firm of United Benefit Advisors, the nation's leading employee benefits advisory organization with more than 200 offices throughout the United States, Canada, England and Ireland.

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Social Security/Medicare	2020 Limit	2021 Limit
▪ OASDI taxable wage base	\$137,700	\$142,800
▪ OASDI tax rate - employer	6.2%	6.2%
▪ OASDI tax rate - employee	6.2%	6.2%
▪ Medicare tax rate - employer	1.45%	1.45%
▪ Medicare tax rate - employee	1.45% ¹	1.45% ¹
Maximum income without reducing Social Security retirement benefits		
▪ SSRA ² or over	no limit	no limit
▪ Year individual attains SSRA ²	\$48,600/yr. ³	\$50,520/yr. ³
▪ Under SSRA ²	\$18,240/yr.	\$18,960/yr.
¹ Employer must withhold additional 0.9% from compensation in excess of \$200,000 (single, head of household with qualifying person, or qualifying widow with dependent child), \$250,000 (married filing jointly), \$125,000 (married filing separate)		
² Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit)		
³ No limit on earnings beginning the month an individual attains SSRA		
Health Plan Limits		
Maximum Health FSA		
▪ Employee deferral	\$2,750	\$2,750
▪ Carryover	\$550	\$550
Maximum HSA contribution		
▪ Individual	\$3,550	\$3,600
▪ Family	\$7,100	\$7,200
▪ Catch-up	\$1,000	\$1,000
Minimum HDHP deductible		
▪ Individual	\$1,400	\$1,400
▪ Family	\$2,800	\$2,800
Maximum HDHP out-of-pocket		
▪ Individual	\$6,900	\$7,000
▪ Family	\$13,800	\$14,000
Maximum out-of-pocket (non-grandfathered plans)		
▪ Individual	\$8,150	\$8,550
▪ Family	\$16,300	\$17,100
Transitional Reinsurance Fee (per person)	Only paid through the 2016 plan year.	

Rev. 10/28/2020

The Internal Revenue Service (IRS) has released [IRS Notice 2020-79](#), announcing cost-of-living adjustments regarding the 2021 limits for retirement plans and IRS [Rev. Proc. 2020-45](#), announcing cost-of-living adjustments regarding 2021 limits for health and welfare plans. The Social Security Administration (SSA) [announced](#) an increase in the Social Security wage base for 2021 and an increase in the maximum income allowable without reducing Social Security retirement benefits.

Employers applying these new limits to their plans should consult with their carriers, update their plan documents/SPDs, and notify participants enrolling in the plans as part of open enrollment.