



For your reference 2023

Key benefit facts

What we do matters

Buck is focused on helping our clients realize the best organizational performance for their business while driving positive health, wealth, and career outcomes for their people. Driven by best-in-class technology and leading analytics capabilities, our easy-to-use administration platform and consulting solutions are helping the world's most forward-thinking companies re-envision and re-design the way that employees work and live.

IRS Dollar Limits	2023	2022	2021	2020
401(k) / 403(b) Plan Elective Deferral Limit	\$22,500	\$20,500	\$19,500	\$19,500
Defined Contribution Plan Maximum Annual Addition	66,000	61,000	58,000	57,000
Defined Benefit Plan Maximum Annual Pension	265,000	245,000	230,000	230,000
Qualified Plan Annual Compensation Limit	330,000	305,000	290,000	285,000
Highly-Compensated Employee Limit	150,000	135,000	130,000	130,000
457(b) Nonqualified Deferred Compensation Limit	22,500	20,500	19,500	19,500
Catch-Up Contribution Limit (age 50 and older)	7,500	6,500	6,500	6,500
Qualified Transportation (monthly) Commuter / Transit / Parking	300	280	270	270

Health Savings Accounts	2023	2022	2021	2020
HDHP Minimum Deductible Amount				
Individual	\$1,500	\$1,400	\$1,400	\$1,400
Family	3,000	2,800	2,800	2,800
HDHP Maximum Out-of-Pocket Amount				
Individual	7,500	7,050	7,000	6,900
Family	15,000	14,100	14,000	13,800
HSA Statutory Contribution Maximum				
Individual	3,850	3,650	3,600	3,550
Family	7,750	7,300	7,200	7,100
Catch-up-contribution (age 55 and older)	1,000	1,000	1,000	1,000

Social Security / Medicare	2023	2022	2021	2020
Cost-of-Living Adjustment*	8.7%	5.9%	1.3%	1.6%
Taxable Wage Base				
Social Security	\$160,200	\$147,000	\$142,800	\$137,700
Medicare	Unlimited	Unlimited	Unlimited	Unlimited
Medicare Part A Deductible	1,600	1,556	1,484	1,408
Medicare Part A (uninsured) Monthly Premium	506	499	471	458
Medicare Part B Deductible	226	233	203	198
Medicare Part B Standard Monthly Premium**	164.90	170.10	148.50	144.60

*Applies to December benefits first payable in January.
 **Actual premiums for some individuals may be less due to Social Security "hold harmless" provision or may be more due to income level.

ACA Indexed Dollar Amounts	2023	2022	2021	2020
FSA Limit*	\$3,050	\$2,850	\$2,750	\$2,750
FSA Carryover	610	570	550	550
PCORI Fee*	NA**	3.00	2.79	2.66
Self-only OOP Maximum*	9,100	8,700	8,550	8,150
Family OOP Maximum*	18,200	17,400	17,100	16,300
Employer 4980H(a) Assessment	2,880 est	2,750	2,700	2,570
Employer 4980H(b) Assessment	4,320 est	4,120	4,060	3,860

*Applies to plan year.
 **Not available.

PBGC	2023	2022	2021	2020
Flat-Rate Premium				
Single-Employer	\$96	\$88	\$86	\$83
Multiemployer	35	32	31	30