



For your reference 2022

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	2022	2021	2020	2019
401(k) / 403(b) Plan Elective Deferral Limit	\$20,500	\$19,500	\$19,500	\$19,000
Defined Contribution Plan Maximum Annual Addition	61,000	58,000	57,000	56,000
Defined Benefit Plan Maximum Annual Pension	245,000	230,000	230,000	225,000
Qualified Plan Annual Compensation Limit	305,000	290,000	285,000	280,000
Highly-Compensated Employee Limit	135,000	130,000	130,000	125,000
457(b) Nonqualified Deferred Compensation Limit	20,500	19,500	19,500	19,000
Catch-Up Contribution Limit (age 50 and older)	6,500	6,500	6,500	6,000
Qualified Transportation (monthly)				
Commuter / Transit / Parking	280	270	270	265

Health Savings Accounts	2022	2021	2020	2019
HDHP Minimum Deductible Amount				
Individual	\$1,400	\$1,400	\$1,400	\$1,350
Family	2,800	2,800	2,800	2,700
HDHP Maximum Out-of-Pocket Amount				
Individual	7,050	7,000	6,900	6,750
Family	14,100	14,000	13,800	13,500
HSA Statutory Contribution Maximum				
Individual	3,650	3,600	3,550	3,500
Family	7,300	7,200	7,100	7,000
Catch-up-contribution (age 55 and older)	1,000	1,000	1,000	1,000

Social Security / Medicare	2022	2021	2020	2019
Cost-of-Living Adjustment*	5.9%	1.3%	1.6%	2.8%
Taxable Wage Base				
Social Security	\$147,000	\$142,800	\$137,700	\$132,900
Medicare	Unlimited	Unlimited	Unlimited	Unlimited
Medicare Part A Deductible	1,556	1,484	1,408	1,364
Medicare Part A (uninsured) Monthly Premium	499	471	458	437
Medicare Part B Deductible	233	203	198	185
Medicare Part B Standard Monthly Premium**	170.10	148.50	144.60	135.50

*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	2022	2021	2020	2019
FSA Limit*	\$2,850	\$2,750	\$2,750	\$2,700
PCORI Fee*	NA	NA	2.66	2.54
Self-only OOP Maximum*	8,700	8,550	8,150	7,900
Family OOP Maximum*	17,400	17,100	16,300	15,800
Employer 4980H(a) Assessment	2,750 est	2,700	2,570	2,500
Employer 4980H(b) Assessment	4,120 est	4,060	3,860	3,750

*Applies to plan year.

PBGC	2022	2021	2020	2019
Flat-Rate Premium				
Single-Employer	\$88	\$86	\$83	\$80
Multiemployer	32	31	30	29