



For your reference 2024

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 | 2024 | 2023 | 2022 | 2021 |
|---|-----------------|----------|----------|----------|
| 401(k) / 403(b) Plan Elective Deferral Limit | \$23,000 | \$22,500 | \$20,500 | \$19,500 |
| Defined Contribution Plan Maximum Annual Addition | 69,000 | 66,000 | 61,000 | 58,000 |
| Defined Benefit Plan Maximum Annual Pension | 275,000 | 265,000 | 245,000 | 230,000 |
| Qualified Plan Annual Compensation Limit | 345,000 | 330,000 | 305,000 | 290,000 |
| Highly-Compensated Employee Limit | 155,000 | 150,000 | 135,000 | 130,000 |
| 457(b) Nonqualified Deferred Compensation Limit | 23,000 | 22,500 | 20,500 | 19,500 |
| Catch-Up Contribution Limit (age 50 and older) | 7,500 | 7,500 | 6,500 | 6,500 |
| Qualified Transportation (monthly) Commuter / Transit / Parking | 315 | 300 | 280 | 270 |

| Health Savings Accounts | 2024 | 2023 | 2022 | 2021 |
|--|----------------|---------|---------|---------|
| HDHP Minimum Deductible Amount | | | | |
| Individual | \$1,600 | \$1,500 | \$1,400 | \$1,400 |
| Family | 3,200 | 3,000 | 2,800 | 2,800 |
| HDHP Maximum Out-of-Pocket Amount | | | | |
| Individual | 8,050 | 7,500 | 7,050 | 7,000 |
| Family | 16,100 | 15,000 | 14,100 | 14,000 |
| HSA Statutory Contribution Maximum | | | | |
| Individual | 4,150 | 3,850 | 3,650 | 3,600 |
| Family | 8,300 | 7,750 | 7,300 | 7,200 |
| Catch-up-contribution (age 55 and older) | 1,000 | 1,000 | 1,000 | 1,000 |

| Social Security / Medicare | 2024 | 2023 | 2022 | 2021 |
|---|------------------|-----------|-----------|-----------|
| Cost-of-Living Adjustment* | 3.2% | 8.7% | 5.9% | 1.3% |
| Taxable Wage Base | | | | |
| Social Security | \$168,600 | \$160,200 | \$147,000 | \$142,800 |
| Medicare | Unlimited | Unlimited | Unlimited | Unlimited |
| Medicare Part A Deductible | 1,632 | 1,600 | 1,556 | 1,484 |
| Medicare Part A (uninsured) Monthly Premium | 505 | 506 | 499 | 471 |
| Medicare Part B Deductible | 240 | 226 | 233 | 203 |
| Medicare Part B Standard Monthly Premium** | 174.70 | 164.90 | 170.10 | 148.50 |

*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 | 2024 | 2023 | 2022 | 2021 |
|------------------------------|----------------|---------|---------|---------|
| FSA Limit* | \$3,200 | \$3,050 | \$2,850 | \$2,750 |
| FSA Carryover | 640 | 610 | 570 | 550 |
| PCORI Fee* | NA** | 3.22 | 3.00 | 2.79 |
| Self-only OOP Maximum* | 9,450 | 9,100 | 8,700 | 8,550 |
| Family OOP Maximum* | 18,900 | 18,200 | 17,400 | 17,100 |
| Employer 4980H(a) Assessment | 2,970 | 2,880 | 2,750 | 2,700 |
| Employer 4980H(b) Assessment | 4,460 | 4,320 | 4,120 | 4,060 |

*Applies to plan year.

**Not available.

| PBGC | 2024 | 2023 | 2022 | 2021 |
|-------------------|--------------|------|------|------|
| Flat-Rate Premium | | | | |
| Single-Employer | \$101 | \$96 | \$88 | \$86 |
| Multiemployer | 37 | 35 | 32 | 31 |