



## 2024 Limits for Benefit Plans

### November 2023

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

	2024	2023	2022	2021
<b>Annual Compensation<sup>1</sup></b>				
Basic limit	\$ 345,000	\$ 330,000	\$ 305,000	\$ 290,000
Certain governmental plans	\$ 505,000	\$ 490,000	\$ 450,000	\$ 430,000
<b>Limits on Benefits and Contributions</b>				
Defined benefit plans, basic limit <sup>2</sup>	\$ 275,000	\$ 265,000	\$ 245,000	\$ 230,000
Defined contribution plans, basic limit <sup>2</sup>	\$ 69,000	\$ 66,000	\$ 61,000	\$ 58,000
401(k) and 403(b) plans, elective deferrals	\$ 23,000	\$ 22,500	\$ 20,500	\$ 19,500
457(b) plans, elective deferrals	\$ 23,000	\$ 22,500	\$ 20,500	\$ 19,500
415 compensation limit adjustment factor	1.0351	1.0833	1.0534	1.0122
<b>Catch-up Contributions</b>				
401(k), 403(b), or governmental 457(b) plans	\$ 7,500	\$ 7,500	\$ 6,500	\$ 6,500
SIMPLE plans	\$ 3,500	\$ 3,500	\$ 3,000	\$ 3,000
<b>SIMPLE Plans: Elective Deferral Limit</b>	\$ 16,000	\$ 15,500	\$ 14,000	\$ 13,500
<b>Simplified Employee Pensions</b>				
Minimum compensation	\$ 750	\$ 750	\$ 650	\$ 650
Maximum compensation	\$ 345,000	\$ 330,000	\$ 305,000	\$ 290,000
<b>Tax Credit ESOPS</b>				
5-year limit	\$ 1,380,000	\$ 1,330,000	\$ 1,230,000	\$ 1,165,000
Additional 1-year limit	\$ 275,000	\$ 265,000	\$ 245,000	\$ 230,000
“Highly Compensated” Definition <sup>3</sup>	\$ 155,000	\$ 150,000	\$ 135,000	\$ 130,000
“Officer” for “Key Employee” Definition	\$ 220,000	\$ 215,000	\$ 200,000	\$ 185,000
Covered Compensation at Age 65 <sup>4</sup>	\$ 105,264	\$ 101,484	\$ 97,620	\$ 94,560

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

<sup>2</sup> Limit applies to limitation year ending in indicated calendar year.

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

<sup>4</sup> 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 2024 amount was not official.



## Defined Benefit Plan Insurance—Published by PBGC

	2024	2023	2022	2021
Maximum Guaranteed Benefit (Age 65 Annual SLA)	\$ 85,295.40	\$ 81,000.00	\$ 74,454.60	\$ 72,409.08
Single Employer Premium:				
Fixed-rate, per participant	\$ 101	\$ 96	\$ 88	\$ 86
Variable-rate (% of unfunded liability)	5.2%	5.2%	4.8%	4.6%
Variable-rate (per participant maximum)	\$ 686	\$ 652	\$ 598	\$ 582
Multiemployer Premium	\$ 37	\$ 35	\$ 32	\$ 31

## Social Security—Published by SSA

	2024	2023	2022	2021
<b>Payroll Taxes</b>				
Employer and employee share	6.20%	6.20% each	6.20% each	6.20% each
Wage base	\$ 168,600	\$ 160,200	\$ 147,000	\$ 142,800
<b>Earnings Test Thresholds</b>				
Years before normal retirement age <sup>5</sup>	\$ 22,320	\$ 21,240	\$ 19,560	\$ 18,960
Year of normal retirement age <sup>6</sup>	\$ 59,520	\$ 56,520	\$ 51,960	\$ 50,520
Cost-of-Living Adjustment, at End of Prior Year	3.2%	8.7%	5.9%	1.3%
Maximum Annual Benefit (Starting at Age 65) <sup>7</sup>	\$ 41,112	\$ 39,348	\$ 35,916	\$ 34,092
<b>Primary Insurance Amount (PIA) “Bend Points”</b>				
90% of average indexed monthly earnings (AIME) up to:	\$ 1,174	\$ 1,115	\$ 1,024	\$ 996
32% of excess AIME up to (and 15% of excess over):	\$ 7,078	\$ 6,721	\$ 6,172	\$ 6,002
<b>Family Maximum “Bend Points”</b>				
150% of PIA up to:	\$ 1,500	\$ 1,425	\$ 1,308	\$ 1,272
272% of excess PIA up to:	\$ 2,166	\$ 2,056	\$ 1,889	\$ 1,837
134% of excess PIA up to (and 175% of excess over):	\$ 2,825	\$ 2,682	\$ 2,463	\$ 2,395
Average Covered Wages, for Indexing Wages	—	—	\$ 63,795.13	\$ 60,757.07

<sup>5</sup> 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.

<sup>6</sup> 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 March 1958 for the 10 months before the Social Security normal retirement age of 66 and 8 months (*i.e.*, November 2024).

<sup>7</sup> 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

	2024	2023	2022	2021
<b>Part A (Hospital Insurance)</b>				
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 <sup>8</sup>	0.9%	0.9%	0.9%	0.9%
Inpatient deductible	\$ 1,632	\$ 1,600	\$ 1,556	\$ 1,484
Daily coinsurance, days 61-90	\$ 408	\$ 400	\$ 389	\$ 371
Daily coinsurance, days 91-150 lifetime reserve	\$ 816	\$ 800	\$ 778	\$ 742
Daily coinsurance, skilled nursing facility, days 21-100	\$ 204	\$ 200	\$ 194.50	\$ 185.50
<b>Part B (Supplementary Medical Insurance)</b>				
Monthly premium <sup>9</sup>	\$ 174.70	\$ 164.90	\$ 170.10	\$ 148.50
Deductible	\$ 240	\$ 226	\$ 233	\$ 203
<b>Part D (Standard Drug Insurance)</b>				
Monthly premium <sup>10</sup> CMS avg. (2024 is projected)	\$ 34.50	\$ 32.09	\$ 32.15	\$ 31.47
Deductible	\$ 545	\$ 505	\$ 480	\$ 445
Initial coverage limit (Medicare pays 75%)	\$ 5,030	\$ 4,660	\$ 4,430	\$ 4,130
Out-of-pocket threshold (Medicare pays 0%)	\$ 8,000	\$ 7,400	\$ 7,050	\$ 6,550
Total covered spending at out-of-pocket threshold for beneficiaries not eligible for coverage gap discount program	\$ 11,477.39	\$ 10,516.25	\$ 10,012.50	\$ 9,313.75

## Health Savings Accounts—Published by IRS

	2024		2023		2022		2021	
	Single	Family	Single	Family	Single	Family	Single	Family
Maximum Contributions	\$ 4,150	\$ 8,300	\$ 3,850	\$ 7,750	\$ 3,650	\$ 7,300	\$ 3,600	\$ 7,200
Minimum Deductible	\$ 1,600	\$ 3,200	\$ 1,500	\$ 3,000	\$ 1,400	\$ 2,800	\$ 1,400	\$ 2,800
Maximum Out-of-Pocket <sup>11</sup>	\$ 8,050	\$ 16,100	\$ 7,500	\$ 15,000	\$ 7,050	\$ 14,100	\$ 7,000	\$ 14,000
Catch-up Contributions	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000

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

<sup>9</sup> The income-related Part B premiums for 2024 will be \$244.60, \$349.40, \$454.20, \$559.00, or \$594.00, if an individual's "modified adjusted gross income" exceeds \$103,000, \$129,000, \$161,000, \$193,000, or \$500,000 respectively (or, if married filing a joint return, \$206,000, \$258,000, \$322,000, \$386,000, 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).

<sup>10</sup> 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.

<sup>11</sup> The individual out-of-pocket maximum for family members follows the single member limit that applies to group health plans (\$9,450 in 2024).



## Medical Savings Accounts—Published by IRS

		2024	2023	2022	2021
Contribution Range	Single	\$ 1,820-2,697.50	\$ 1,722.50-\$2,567.50	\$ 1,592.50-\$2,405	\$ 1,560-\$2,340
	Family	\$ 4,162.50-6,262.50	\$ 3,975-\$5,925	\$ 3,712.50-\$5,550	\$ 3,600-\$5,362.50
Deductible Range	Single	\$ 2,800-4,150	\$ 2,650-\$3,950	\$ 2,450-\$3,700	\$ 2,400-\$3,600
	Family	\$ 5,550-8,350	\$ 5,300-\$7,900	\$ 4,950-\$7,400	\$ 4,800-\$7,150
Maximum	Single	\$ 5,550	\$ 5,300	\$ 4,950	\$ 4,800
Out-of-Pocket	Family	\$ 10,200	\$ 9,650	\$ 9,050	\$ 8,750

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

	2024		2023		2022		2021	
	Single	Family	Single	Family	Single	Family	Single	Family
Maximum Out-of-Pocket (Limitation on Cost Sharing)	\$ 9,450	\$ 18,900	\$ 9,100	\$ 18,200	\$ 8,700	\$ 17,400	\$ 8,550	\$ 17,100

## Health FSAs

	2024	2023	2022	2021
Maximum Annual Plan Contribution Limit	\$ 3,200	\$ 3,050	\$ 2,850	\$ 2,750

## Dependent Care FSAs/Dependent Care Assistance Plans

	2024	2023	2022	2021
Maximum Annual Plan Contribution Limit	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000

## Long-Term Care Insurance Premiums—Published by IRS

	2024	2023	2022	2021
Age 40 or Less	\$ 470	\$ 480	\$ 450	\$ 450
Age 41-50	\$ 880	\$ 890	\$ 850	\$ 850
Age 51-60	\$ 1,760	\$ 1,790	\$ 1,690	\$ 1,690
Age 61-70	\$ 4,710	\$ 4,770	\$ 4,510	\$ 4,520
Older than 70	\$ 5,880	\$ 5,960	\$ 5,640	\$ 5,640

## Control Employee Definition for Commuting Valuation—Published by IRS

	2024	2023	2022	2021
Officer Compensation	\$ 135,000	\$ 130,000	\$ 120,000	\$ 115,000
Employee Compensation	\$ 275,000	\$ 265,000	\$ 245,000	\$ 235,000

## Qualified Transportation Fringe Benefits—Published by IRS

	2024	2023	2022	2021
Monthly Parking	\$ 315	\$ 300	\$ 280	\$ 270
Monthly Transit Pass/Commuter Vehicle	\$ 315	\$ 300	\$ 280	\$ 270

## Adoption Exclusion and Credit—Published by IRS

	2024	2023	2022	2021
Maximum for Exclusion and Credit, Per Child	\$ 16,810	\$ 15,950	\$ 14,890	\$ 14,440
Phase-out Start for Credit <sup>12</sup>	\$ 252,150	\$ 239,230	\$ 223,410	\$ 216,660

<sup>12</sup> Completely phased out for taxpayers with modified adjusted gross income of \$292,150 or more in 2024.



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

	2024	2023	2022	2021
<b>Maximum Contribution for Saver's Credit</b>				
Married filing jointly	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
Other	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
<b>Credit Fully Phased Out if Adjusted Gross Income Over</b>				
Married filing jointly	\$ 76,500	\$ 73,000	\$ 68,000	\$ 66,000
Head of household	\$ 57,375	\$ 54,750	\$ 51,000	\$ 49,500
Other	\$ 38,250	\$ 36,500	\$ 34,000	\$ 33,000

### Federal Standard Deduction and Exemption—Published by IRS

	2024	2023	2022	2021
<b>Basic Standard Deduction</b>				
Married filing jointly	\$ 29,200	\$ 27,700	\$ 25,900	\$ 25,100
Head of household	\$ 21,900	\$ 20,800	\$ 19,400	\$ 18,800
Single	\$ 14,600	\$ 13,850	\$ 12,950	\$ 12,550
Personal exemption	\$ 0	\$ 0	\$ 0	\$ 0

### Federal Income Tax Brackets—Published by IRS

		2024	2023	2022	2021
<b>Married Filing Jointly</b>	<b>Rate</b>	<b>Tax Bracket</b>	<b>Tax Bracket</b>	<b>Tax Bracket</b>	<b>Tax Bracket</b>
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 23,200	\$ 22,000	\$ 20,550	\$ 19,900
	22.0%	\$ 94,300	\$ 89,450	\$ 83,550	\$ 81,050
	24.0%	\$ 201,050	\$ 190,750	\$ 178,150	\$ 172,750
	32.0%	\$ 383,900	\$ 364,200	\$ 340,100	\$ 329,850
	35.0%	\$ 487,450	\$ 462,500	\$ 431,900	\$ 418,850
	37.0%	\$ 731,200	\$ 693,750	\$ 647,850	\$ 628,300
<b>Head of Household</b>					
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 16,550	\$ 15,700	\$ 14,650	\$ 14,200
	22.0%	\$ 63,100	\$ 59,850	\$ 55,900	\$ 54,200
	24.0%	\$ 100,500	\$ 95,350	\$ 89,050	\$ 86,350
	32.0%	\$ 191,950	\$ 182,100	\$ 170,050	\$ 164,900
	35.0%	\$ 243,700	\$ 231,250	\$ 215,950	\$ 209,400
	37.0%	\$ 609,350	\$ 578,100	\$ 539,900	\$ 523,600
<b>Single</b>					
Rate applies to taxable income in excess of amounts shown	10.0%	\$ 0	\$ 0	\$ 0	\$ 0
	12.0%	\$ 11,600	\$ 11,000	\$ 10,275	\$ 9,950
	22.0%	\$ 47,150	\$ 44,725	\$ 41,775	\$ 40,525
	24.0%	\$ 100,525	\$ 95,375	\$ 89,075	\$ 86,375
	32.0%	\$ 191,950	\$ 182,100	\$ 170,050	\$ 164,925
	35.0%	\$ 243,725	\$ 231,250	\$ 215,950	\$ 209,425
	37.0%	\$ 609,350	\$ 578,125	\$ 539,900	\$ 523,600



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