



## **DISCLAIMER**

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## **2021 BENEFIT PLANS: LIMITS, DEDUCTIBLES & OUT OF POCKETS**

### **401(K) PLANS**

#### **\$19,500: 401(k) pretax contribution limits**

The IRS isn’t increasing employee contribution limits for 401(k)s next year. Limits will remain the same, with employees being able to defer up to \$19,500 into a 401(k), 403(b) and most 457 plans at work.

#### **\$6,500: 401(k) catch-up contribution limit**

For participants age 50 and over, the additional 401(k) catch-up contribution limit, which is set by law, is staying at \$6,500 for 2021.

### **HSA PLANS**

#### **\$3,600: Annual HSA contribution limit for individuals**

In 2021, the annual HSA contribution limit will rise to \$3,600 for individuals in a high-deductible plan, the IRS said. That’s up from \$3,550 in 2020.

#### **\$7,200: HSA contribution limit for family coverage**

Those with family plans will be able to stash up to \$7,200 in 2021—up from \$7,100 in 2020.

#### **\$1,000: HSA catch-up contributions**

Individuals 55 or older can contribute an extra \$1,000 to their health savings account in 2021. The amount remains unchanged from 2020.

### **FSA**

#### **\$2,750: FSA contribution limit**

The dollar limit for employee contributions to flexible spending accounts, made on a pretax basis through salary reductions, remains unchanged for 2021 at \$2,750.

#### **\$550: FSA carryover amount limit**

For health FSA plans that permit the carryover of unused amounts, the maximum carryover amount for 2021 is \$550, an increase of \$50 from the original 2020 carryover limit.

## HDHPs

### **\$1,400: HDHP minimum deductible for individuals**

The minimum deductible for a qualifying high-deductible health plan will remain unchanged and stay at \$1,400 for self-only coverage.

### **\$2,800: HDHP minimum deductible for family**

The minimum deductible for a qualifying high-deductible health plan will remain unchanged and stay at \$2,800 for family coverage.

### **\$7,000: HDHP maximum out-of-pocket amounts (individuals)**

Deductibles, copayments and other amounts that do not include premiums will have a maximum limit of \$7,000 for individual coverage next year, up \$100 from 2020.

### **\$14,000: HDHP maximum out-of-pocket amounts (family)**

Deductibles, copayments and other amounts that do not include premiums will have a maximum limit of \$14,000 for family coverage, up \$200 from 2020.

Doc: Trinity HR Subjects/Benefits Mgmt, inclg PTO/2021 Plan Limits, Deductibles & OOPs

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