

**PALMIERI & EISENBERG  
COST OF LIVING CHART**

**Frank Palmieri, Esq.**  
[fpalmieri@p-ebenefitslaw.com](mailto:fpalmieri@p-ebenefitslaw.com)

**Jason Lacey, Esq.**  
[jlacey@p-ebenefitslaw.com](mailto:jlacey@p-ebenefitslaw.com)

The 2020 through 2023 values for various retirement plan cost-of-living adjusted amounts are as follows:

<b>Description of Limit</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Maximum Section 401(k) Salary Deferral	\$19,500	\$19,500	\$20,500	\$22,500
Catch-Up Contributions	\$6,500	\$6,500	\$6,500	\$7,500
Section 457(b) Plan Deferrals	\$19,500	\$19,500	\$20,500	\$22,500
Annual Compensation Limit	\$285,000	\$290,000	\$305,000	\$330,000
Dollar Limit on Annual Benefits in a Defined Benefit Plan	\$230,000	\$230,000	\$245,000	\$265,000
Dollar Limit on Annual Additions under a Defined Contribution Plan	\$57,000 plus Catch-Up	\$58,000 plus Catch-Up	\$61,000 plus Catch-Up	\$66,000 plus Catch-Up
Limits Used in Definition of Highly Compensated Employees Under 414(q)	\$130,000	\$130,000	\$135,000	\$150,000
Key Employee	\$185,000	\$185,000	\$200,000	\$215,000
Social Security Wage Base	\$137,700	\$142,800	\$147,000	\$160,200

The Health Flexible Spending Account (“FSA”) limit will increase from \$2,850 to \$3,050 for 2023. The Health FSA carryover from 2022 into 2023 is \$570, and will increase to \$610 (20% of \$3,050) for the carryover of unused funds from 2023 into 2024.

The Health Savings Account limits for 2023 have already been increased to \$3,850 (from \$3,650 in 2022) for single coverage and \$7,750 (from \$7,300 in 2022) for husband/wife, parent/child or family coverage.

Qualified parking and transportation fringe benefits will increase from \$280 to \$300 per month in 2023.