



2022 IRS Contribution Limits

The purpose of this guide is to provide you with a quick resource to help you understand the IRS contribution limits for your FSA, HRA, HSA, retirement plans, and more.

Qualified Retirement Plan Limits	
403(b)	
Employee/Employer Combination Contribution ¹	\$61,000
Employee Basic Limit	\$20,500
15-Yr. Catch-up ²	\$3,000
Age 50+ Catch-up	\$6,500
Employee Maximum	\$30,000
457(b)	
Employee Limit ³	\$20,500
Age 50+ Catch-up	\$6,500
Employee Maximum	\$27,000
403(b)/457(b)	
Employee Maximum	\$57,000
401(a)	
Employer Contribution Only	\$61,000
IRA	
Traditional/Roth IRAs	\$6,000
Catch-up/Age 50+	\$1,000
Maximum IRA	\$7,000
Social Security	
Social Security Taxable Wage Base	\$147,000

HDHP/FSA/HSA/HRA	
HSA Qualified HDHP Minimum Deductible	
Self-Only	\$1,400
Family	\$2,800
HSA Qualified HDHP Out-Of-Pocket Maximum	
Self-Only	\$7,050
Family	\$14,100
Non-HDHP Out-Of-Pocket Maximum	
Self-Only	\$8,700
Family	\$17,400
Health FSA	
Limit on Employees' Pre-Tax Contributions	\$2,850
Dependent Care FSA ⁴	
Tax Exclusion	\$5,000 ⁵
HSA Contribution Limit	
Self-Only	\$3,650
Family	\$7,300
Catch-Up Contribution ⁴	\$1,000
HRA Contribution Limit	
Employer	None ⁶
QSEHRA Self-Only	\$5,450
QSEHRA Family	\$11,050
ICHRA	None
EBHRA	\$1,800

¹Indexed in \$1,000 increments (based on CPI), ²Requires 15 years of service with the same school district (contribution average less than \$5,000 per year), ³Final 3-yr. catch-up = 200% of basic limit (not available in year of separation), ⁴Not subject to annual adjustment for inflation, ⁵\$2,500 if married and filing taxes separately, ⁶There is generally no limit to the employer contributions to an HRA.

This information is being provided as a convenience and for informational purposes only. Contribution limits were accurate as of October 2021. To verify limits, go to www.IRS.gov.

HSA Contribution Limits For Spouses

Spouse has no health plan coverage

Spouse has self-only non-HDHP coverage

Spouse has self-only HDHP coverage

Spouse has family Non-HDHP coverage

Spouse has family HDHP coverage

Married Employee with Self-Only Non-HDHP Coverage

No HSA contributions

No HSA contributions

Spouse may contribute up to \$3,650. No contributions for employee.

No HSA contributions

Spouse may contribute up to \$7,300. No contributions for employee.

Married Employee with Self-Only HDHP Coverage

Employee may contribute up to \$3,650. No contributions for spouse.

Employee may contribute up to \$3,650. No contributions for spouse.

Both employee and spouse are eligible for HSA contributions. Each may contribute up to \$3,650 to their respective HSAs.

No HSA contributions if employee is covered under spouse's coverage. If not covered, employee may contribute up to \$3,650. No contributions for spouse.

Both employee and spouse are eligible for HSA contributions and are treated as having only the family coverage. The maximum contribution limit (to be allocated between them) is \$7,300.

Married Employee with Family Non-HDHP Coverage

No HSA contributions

No HSA contributions

No HSA contributions if spouse is covered under employee's coverage. If not covered, spouse may contribute up to \$3,650. No contributions for employee.

No HSA contributions

No HSA contributions if spouse is covered under employee's coverage. If not covered, spouse may contribute up to \$7,300. No contributions for employee.

Married Employee with Family HDHP Coverage

Employee may contribute up to \$7,300. No contributions for spouse.

Employee may contribute up to \$7,300. No contributions for spouse.

Both employee and spouse are eligible for HSA contributions and are treated as having only the family coverage. The maximum contribution limit (to be allocated between them) is \$7,300.

No HSA contributions if employee is covered under spouse's coverage. If not covered, employee may contribute up to \$7,300. No contributions for spouse.

Both employee and spouse are eligible for HSA contributions and are treated as having only the family coverage. The maximum contribution limit (to be allocated between them) is \$7,300.