

2020 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	\$57,000
Employee Basic Limit	\$19,500
15-Yr. Catch-up ²	\$3,000
Age 50+ Catch-up	\$6,500
Employee Maximum	\$28,000
457(b)	
Employee Limit ³	\$19,500
Age 50+ Catch-up	\$6,500
Employee Maximum	\$26,000
403(b)/457(b)	
Employee Maximum	\$54,000
401(a)	
Employer Contribution Only	\$57,000
IRA	
Traditional/Roth IRAs	\$6,000
Catch-up/Age 50+	\$1,000
Maximum IRA	\$7,000
Social Security	
Social Security Taxable Wage Base	\$137,700

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	\$6,900
Family	\$13,800
Non-HDHP Out-Of-Pocket Maximum	
Self-Only	\$8,150
Family	\$16,300
Health FSA	
Limit on Employees' Pre-Tax Contributions	\$2,750
Dependent Care FSA ⁴	
Tax Exclusion	\$5,000 ⁵
HSA Contribution Limit	
Self-Only	\$3,550
Family	\$7,100
Catch-Up Contribution ⁴	\$1,000
HRA Contribution Limit	
Employer	None ⁶
QSEHRA Self-Only	\$5,250
QSEHRA Family	\$10,600
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 November 2019. 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 <u>Self-Only</u> Non-HDHP Coverage				
No HSA contributions	No HSA contributions	Spouse may contribute up to \$3,550. No contributions for employee.	No HSA contributions	Spouse may contribute up to \$7,100. No contributions for employee.
Married Employee with <u>Self-Only</u> HDHP Coverage				
Employee may contribute up to \$3,550. No contributions for spouse.	Employee may contribute up to \$3,550. No contributions for spouse.	Both employee and spouse are eligible for HSA contributions. Each may contribute up to \$3,550 to their respective HSAs.	No HSA contributions if employee is covered under spouse's coverage. If not covered, employee may contribute up to \$3,550. 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 \$7,100.
Married Employee with <u>Family</u> 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 \$3,550. 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 \$7,100. No contributions for employee.
Married Employee with <u>Family</u> HDHP Coverage				
Employee may contribute up to \$7,100. No contributions for spouse.	Employee may contribute up to \$7,100. 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 \$7,100.	No HSA contributions if employee is covered under spouse's coverage. If not covered, employee may contribute up to \$7,100. 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 \$7,100.

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