



## 2021 IRS Guidelines

Employee Benefits	2021	2020
Healthcare Flexible Spending Account Maximum	\$2,750	\$2,750
Dependent Care Spending Account Maximum	\$5,000	\$5,000
Health Savings Accounts:		
• Maximum Individual Contribution	\$3,600	\$3,550
• Maximum Family Contribution	\$7,200	\$7,100
• Catch-Up Contribution	\$1,000	\$1,000
High-Deductible Health Plans:		
• HDHP Minimum Annual Deductible (Individual)	\$1,400	\$1,400
• HDHP Minimum Annual Deductible (Family)	\$2,800	\$2,800
• HDHP Maximum Out-of-Pocket Limit (Individual)	\$7,000	\$6,900
• HDHP Maximum Out-of-Pocket Limit (Family)	\$14,000	\$13,800
Parking (Monthly)	\$270	\$270
Mass Transit Passes (Monthly)	\$270	\$270
401(k) Limit	\$19,500	\$19,500
401(k) Catch-Up	\$6,500	\$6,500