



## 2022 ACA and IRS Plan Limits Announced

The latest published Health Savings Account limits for 2022 compared to 2021.

Information noted in Red indicates a change.

<b>Health Savings Account and Other High Deductible Health Plan (HDHP) Limits</b>		
	<b>2022</b>	<b>2021</b>
Annual Contribution Limit – Individual	\$3,650	\$3,600
Annual Contribution Limit – Family	\$7,300	\$7,200
Annual Catch-Up Contribution limit (age 55 or older)	\$1,000	\$1,000
Minimum Deductible for HDHP – Individual	\$1,400	\$1,400
Minimum Deductible for HDHP – Family	\$2,800	\$2,800
Out-of-Pocket Limit for HSA-qualified HDHP – Individual	\$7,050	\$7,000
Out-of-Pocket Limit for HSA-qualified HDHP - Family	\$14,100	\$14,000
ACA Compliance Plans Out-of-Pocket Limit - Individual	\$8,700	\$8,550
ACA Compliance Plans Out-of-Pocket Limit – Family	\$17,400	\$17,100

Below are the latest published maximum contributions allowed by IRS for FSA Medical and Dependent Care Accounts as well as for Transportation Fringe Benefits comparing 2022 to 2021.

Not yet Published.

<b>Flexible Savings Accounts Contribution Limits Not Yet Published</b>		
	<b>2022</b>	<b>2021</b>
Flexible Spending Account – Health	TBD	\$2,750
Flexible Spending Account – Dependent Care – Married filing joint return	TBD	\$5,000
Flexible Spending Account – Dependent Care – Married filing separately	TBD	\$2,500
Transportation – Commuter Highway & Transit Pass	TBD	\$270/month
Transportation - Qualified Parking	TBD	\$270/month



As soon as the information is available Amwins Connect Administrators will publish another Compliance Alert with the information.

### 2022 Affordability Contribution Percentage under the ACA

Published April 30, 2021

Most employers do not know their employees' household incomes so the ACA (Affordable Care Act) created a Safe Harbor in which any of the following can be used to determine 'income'.

1. The Employee's W-2 Wages found in Box 1
2. The Employee's rate of pay – hourly wage rate X 130 hours
3. The Individual Federal Poverty Level (FPL) for 2022 - \$12,880 (in the 48 Contiguous States and Washington DC)

### 2022 Affordability Safe Harbor Percentage

	2022	2021
Affordability Contribution Percentage – self only coverage	8.09%	9.83%

### Employer Mandate Penalty (Per Full Time Equivalents – 30)

	2022	2021
Failure to Offer Minimum Coverage to at least 95% of full-time employees – IRC §4890H(a)	TBD – Not yet published as final.	\$2,700
Offer is Not Affordable – Penalty for each employee receiving a subsidy – IRC §4890H(b)	TBD – Not yet published as final.	\$4,060

Reminders of definitions of the above Penalties:

#### IRC §4890H(a)

- Referred to as the "A Penalty"
- Applies where the Applicable Large Employer (ALE) fails to offer minimum essential coverage to at least 95% of full-time employees in any given month
- This penalty is focused on whether or not the employer offered a major medical plan to a sufficient percentage of full-time employees

#### IRC §4890H(b)

- Referred to as the "B Penalty"
- Applies where the ALE is not subject to the "A Penalty"
- Applies for each full-time employee who was:
  - Not offered minimum essential coverage
  - Offered unaffordable coverage
  - Offered coverage that did not provide minimum value