

## CSRS/FERS PENSION PLAN

**2021**
**2020**

Cost of Living Adjustment (COLA) to monthly retirement benefit (CSRS /FERS)

CSRS 1.3% / FERS 1.3%

CSRS 1.6% / FERS 1.6%

(CSRS/FERS) Child(ren) payments

**One parent remaining:**  
\$552 per month per child or  
\$1,656 divided by number of children

**No parents remaining:**  
\$662 per month per child or  
\$1,986 divided by number of children

**One parent remaining:**  
\$545 per month per child or  
\$1,635 divided by number of children

**No parents remaining:**  
\$654 per month per child or  
\$1,962 divided by number of children

One-time payment to spouse (survivor) of Federal employee who dies while in service (CSRS /FERS)

\$34,495.08

\$34,052.40

Limit on earnings to avoid reduction of Special Retirement Supplement (SRS) or Special Survivor Supplement (FERS Only)

\$18,960 annually/\$1,580 monthly

\$18,240 annually/\$1,520 monthly

## SAVINGS

TSP Elective Deferral Limit

\$19,500 annually

\$19,500 annually

Catch-up Contribution Limit (50+)

\$6,500 annually

\$6,500 annually

Voluntary Contribution Plan (VCP) CSRS and Offset only

1.375%

2.25%

## SOCIAL SECURITY

Maximum Annual Earnings subject to OASDI (Social Security Tax)

\$142,800

\$137,700

Social Security Tax Rate

 7.65% combined tax rate  
(this includes 6.2% OASDI and 1.45% Medicare tax)

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Amount of Earnings needed to obtain Social Security Credits

 \$1,470 per quarter for one credit or  
\$5,880 per year for four credits

 \$1,410 per quarter for one credit or  
\$5,640 per year for four credits

 Social Security Retirement Earnings Limitation Test (**prior** to the year of full retirement age)

\$18,960 annually/\$1,580 monthly

\$18,240 annually/\$1,520 monthly

 Social Security Retirement Earnings Limitation Test (**in** the year of full retirement age)

\$50,520 annually/\$4,210 monthly

\$48,600 annually/\$4,050 monthly

Maximum Monthly Social Security Benefit (for a worker retiring at full retirement age)

\$3,148 per month

\$3,011 per month

Social Security Bend Points for calculating Primary Insurance Amount (PIA)

\$996 first bend point/\$6,002 second bend point

\$960 first bend point/\$5,785 second bend point

Annual Substantial Earnings amount for Windfall Elimination Provision (WEP)

\$26,550

\$25,575

## FEDERAL EMPLOYEE HEALTH INSURANCE

 Flexible Spending Account (FSA) - **Minimum** Annual Contribution (FSAFEDS)

\$100

\$100

 Flexible Spending Account (FSA) - **Maximum** Annual Contribution (FSAFEDS)

\$2,750

\$2,750

Flexible Spending Account (FSA) - Carryover Provision

\$550 annual carryover

\$500 annual carryover

Dependent Care (FSA)

 \$5000 if single making <\$125,000  
\$3600 per year if single making >\$125,000  
\$2500 each - Married filing separate  
\$5000 Married filing together making <\$125,000  
\$3600 per year making >\$125,000

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Dependent Care (FSA) - Carryover Provision

 Use it or lose it by March 15th, 2022  
Must file claims by April 30, 2022

 Use it or lose it by March 15th, 2021  
Must file claims by April 30, 2021

High Deductible Health Plan - Maximum Annual Deductible

\$1,400 self/\$2,800 family

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High Deductible Health Plan - Maximum Annual Out-of-pocket Expense Limit

\$7,000 self/\$14,000 family

\$6,900 self/\$13,800 family

Health Savings Account (HSA) - Maximum Annual Contribution

\$3,600 self/\$7,200 family

\$3,550 self/\$7,100 family

## MEDICARE

Part A Annual Deductible

\$1,484

\$1,408

Part B Annual Deductible

\$203

\$198

Part B Standard Monthly Premium

\$148.50

\$144.60

 For adjusted gross income of \$88,000 or less  
(filing single) or \$176,000 or less (filing jointly)

 For adjusted gross income of \$85,000 or less  
(filing single) or \$170,000 or less (filing jointly)

Part B Maximum Monthly Premium

\$504.90

\$491.60

 For adjusted gross income of \$500,000 or more  
(filing single) or \$750,000 or more (filing jointly)

 For adjusted gross income of \$500,000 or more  
(filing single) or \$750,000 or more (filing jointly)

Part D Annual Deductible

\$445

\$435

The information listed above is for reference purposes and is believed to be correct; however, you should always consult current regulations before making recommendations or taking action on benefits decisions. For questions about Federal employee benefits, or our products, please contact us via email: [info@fedadvocates.com](mailto:info@fedadvocates.com) or call (720) 432-3331.



# 2021 QUALIFIED PLANS LIMITS

	2021	2020	INCREASE
Limit on employee contributions to 401k, 403b, or 457 plan	\$19,500	\$19,500	\$0
Limit on age 50+ catchup contributions to 401k, 403b, or 457 plan	\$6,500	\$6,500	\$0
SIMPLE 401k or SIMPLE IRA contributions limit	\$13,500	\$13,500	\$0
SIMPLE 401k or SIMPLE IRA age 50+ catchup contributions limit	\$3,000	\$3,000	\$0
Highly Compensated Employee definition	\$130,000	\$130,000	\$0
Maximum annual additions to all defined contribution plans by the same employer	\$58,000	\$57,000	\$1,000
Traditional and Roth IRA contribution limit	\$6,000	\$6,000	\$0
Traditional and Roth IRA age 50+ catchup contribution limit	\$1,000	\$1,000	\$0
Deductible IRA income limit, active participant in workplace retirement plan, single	\$66,000-\$75,000	\$65,000-\$75,000	\$1,000
Deductible IRA income limit, active participant in workplace retirement plan, married filing jointly	\$105,000-\$150,000	\$104,000-\$124,000	\$1,000
Deductible IRA income limit, spouse is active participant in workplace retirement plan	\$198,000-\$208,000	\$196,000-\$206,000	\$2,000
Roth IRA income limit, single	\$125,000-140,000	\$124,000-139,000	\$1,000
Roth IRA income limit, married filing jointly	\$198,000-208,000	\$196,000-206,000	\$2,000
FSA Contribution Limit	\$2,750	\$2,000	\$50