

2023 Traditional & Roth IRA Quick Reference Guide

Regular Contribution Eligibility Requirements

Traditional IRA	Roth IRA
<ul style="list-style-type: none"> • Compensation 	<ul style="list-style-type: none"> • Limited by MAGI (modified adjusted gross income)

Regular IRA Contributions

Tax year	Standard Combined IRA Contribution Limit	Catch-Up Amount (Ages 50+)	Total Combined IRA Contribution Limit for Ages 50 +
2022	\$6,000	\$1,000	\$7,000
2023	\$6,500	\$1,000	\$7,500

Roth IRA Eligibility MAGI Thresholds

Filing Status	Tax Year	Full contribution	Partial Contribution	No contribution
Single	2022	≤ \$129,000	Between \$129,000 & \$144,000	≥ \$144,000
	2023	≤ \$138,000	Between \$138,000 & \$153,000	≥ \$153,000
Married, Joint	2022	≤ \$204,000	Between \$204,000 & \$214,000	≥ \$214,000
	2023	≤ \$218,000	Between \$218,000 & \$228,000	≥ \$228,000
Married, Separate	2022	N/A	<\$10,000	≥ \$10,000
	2023	N/A	<\$10,000	≥ \$10,000

Traditional IRA Deductibility MAGI Thresholds

Filing Status	Tax Year	Full Deduction	Partial Deduction	No Deduction
Single	2022	≤ \$68,000	Between \$68,000 & \$78,000	≥ \$78,000
	2023	≤ \$73,000	Between \$73,000 & \$83,000	≥ \$83,000
Married, Joint	2022	≤ \$109,000	Between \$109,000 & \$129,000	≥ \$129,000
	2023	≤ \$116,000	Between \$116,000 & \$136,000	≥ \$136,000
Married, Joint (not active participant but spouse is)	2022	≤ \$204,000	Between \$204,000 & \$214,000	≥ \$214,000
	2023	≤ \$218,000	Between \$218,000 & 228,000	≥ \$228,000
Married, Separate	2022	N/A	<\$10,000	≥ \$10,000
	2023	N/A	<\$10,000	≥ \$10,000

Regular HSA Contributions

Tax Year	HDHP Coverage	Standard Limit	Catch-Up Amount (Ages 55+)	Total Contribution Limit for ages 55 +
2022	Self-only	\$3,600	\$1,000	\$4,600
	Family	\$7,200		\$8,200
2023	Self-only	\$3,850		\$4,850
	Family	\$7,750		\$8,750
Contribution Deadline: Income tax return filing due date, not including extensions				

High Deductible Health Plan Requirements

Tax Year	HDHP Coverage	Minimum Deductible	Out-of-Pocket Expense Limit
2022	Self-only	\$1,400	\$7,000
	Family	\$2,800	\$14,000
2023	Self-only	\$1,500	\$7,500
	Family	\$3,000	\$15,000

Regular Contribution Eligibility Requirements

- Covered by a high deductible health plan
- Not enrolled in Medicare
- Contributions are made Pre-Tax (Bring down the individuals taxable income)

SEP Plan Types	
	Simplified Employee Pension (SEP)
Funding	Employer Contributions
Establishment/ Amendment Documents	IRS Model Form 5305-SEP or Approved Prototype

SEP Plan Eligibility	
	Model SEP Plan
Employer Eligibility Criteria	<ul style="list-style-type: none"> • Available to any employer • Cannot coexist with any qualified plan • Multiple or common business ownership rules may treat employees as a single group for these purposes
	<ul style="list-style-type: none"> • Maximum age requirement is 21 • Maximum service requirement is three of immediately preceding five years • Compensation below \$650 (2022 & 2023), Union membership, and/or nonresident alien status may disqualify employee from participation

SEP Contributions	
Tax Year	SEP Plan Employer Contributions
2022	The lesser of 25% of the first \$305,000 of each eligible employee's compensation or \$61,000
2023	The lesser of 25% of the first \$330,000 of each eligible employee's compensation or \$66,000
Contribution Deadline	Employer's income tax return filing due date, plus extensions

Distributions	
	Sep Plan
Plan Restrictions	None
IRA Restrictions	10% Penalty tax applies if younger than age 59.5 unless an exception under IRC Section 72(t) Applies

Simple IRA Plan Eligibility

Employer Eligibility Criteria	Employee Eligibility Criteria
<ul style="list-style-type: none"> Available to any employer with no more than 100 Employees who earned \$5,000 or more the previous year May not coexist with any other retirement plan Multiple or common business ownership rules may treat employers as a single employer for these purposes 	<ul style="list-style-type: none"> Maximum service requirement is any two previous years with minimum \$5,000 compensation and current year expectation of \$5,000 compensation Union membership where retirement benefits were subject to negotiations may disqualify employee from participation

Simple IRA Contributions

Tax Year	SEP Plan Employer Contributions	SARSEP Plan Salary Deferrals
2022	\$14,000 (plus \$3,000 catch-up salary deferral for those age 50 and over)	Dollar-for-dollar match of employee salary deferrals up to 3% (but not less than 1%) of employee's compensation or nonelective contribution of 2% for each eligible employee based on employee's compensation of no more than \$305,000 (2022) or \$330,000 (2023); the full match or nonelective contribution is necessary for three years of a five-year period
2023	\$15,500 (plus \$3,000 catch-up salary deferral for those age 50 and over)	
Contribution Deadline	As soon as deferrals can be segregated from employer's general assets but no more than 30 calendar days after the month of the deferrals	Employer's income tax return filing due date, plus extensions
Employers make all SIMPLE contributions to employees' SIMPLE IRAs.		

Distributions

Plan Restrictions	None
SIMPLE IRA Restrictions	<ul style="list-style-type: none"> 25% penalty tax applies within two years of initial contribution if younger than age 59.5 unless an exception under IRC Section 72(t) applies; penalty tax is 10% after two years
	<ul style="list-style-type: none"> Within two years of initial contribution may not roll or transfer to a traditional IRA, or accept traditional IRA (rollover or transfer), Roth IRA (conversion), or employer plan (rollover or direct rollover) assets