

Annual Inflation and Mileage Update 2023

The IRS makes adjustments annually for certain tax items that are required to be inflation-adjusted. The tables below provide the inflation-adjusted amounts for 2023 that are most relevant to nonprofit organizations.

Standard Auto Mileage Rate

Business	65.5¢ per mile
Medical (and moving for certain members of the Armed Forces)	22¢ per mile
Charitable	14¢ per mile

Exclusion amounts for “token” premiums that can be disregarded for purposes of quid pro quo contributions

Fair market value of all items received by donor does not exceed the lesser of \$125 or 2% of the contribution amount, or

The payment to the charity is \$62.50 or more, the premiums sent in the connection with the contribution bear the charity’s name or logo, and the cost to the charity of all such items sent to a single donor during a one-year period does not exceed \$12.50.

Limits on employee salary deferrals for 401(k) and 403(b)

Individuals born after 1973	\$22,500
Individuals born before 1974	\$30,000

Note that some of the amounts listed above will be significantly affected in 2024 and future years due to the passage of the SECURE 2.0 Act of 2022.

Social Security Wage Base

\$160,200

Foreign earned income exclusion for individuals working abroad

\$120,000

Level of compensation causing a nonprofit employee to be considered “highly compensated” for purposes of certain qualified benefit plans*

\$150,000

* The compensation used in determining whether an individual is highly compensated for this purpose is that of the prior year. Thus, the amount above is the threshold of compensation paid to an employee in 2023 that, if exceeded, will cause the employee to be considered a highly compensated employee in 2024. (A person is considered a highly compensated employee in 2023 if they received more than \$135,000 of compensation in 2022.) The definition of “compensation” varies depending on the specific circumstances, but it generally does not include a validly designated clergy housing allowance within allowable limits.

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Annual Cap on deductible payins to health savings accounts (HSAs)	
Single coverage	\$3,850
Family coverage	\$7,750
HSA owners born before 1969	\$1,000 more than the amounts listed
Monthly parking value exclusion (qualified transportation fringe benefit)	
\$300	

This sample document is provided for general informational purposes. It does not constitute professional advice. It is a generic document that is not specifically designed for your organization. We have provided it as a matter of professional courtesy for you to consider, together with your legal counsel, as you determine policies and/or provisions of your governing documents that are appropriate for your organization. In establishing your organization's policies or provisions of your governing documents, you should consider, together with your legal counsel, your unique operational, financial, and legal circumstances.

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