

Retirement Plans	2025	2024	2023
Annual Compensation:			
Basic Limit: 401(a)(17)/404(l)	\$350,000	\$345,000	\$330,000
Certain Governmental Plans: 401(a)(17)	\$520,000	\$505,000	\$490,000
Limits on Benefits and Contributions:			
Defined Benefit Limit: 415(b)(1)(A)	\$280,000	\$275,000	\$265,000
Defined Contribution Limit: 415(c)(1)(A)	\$70,000	\$69,000	\$66,000
401(k) and 403(b) Elective Deferrals: 402(g)(1)	\$23,500	\$23,000	\$22,500
457(b) Plan Elective Deferrals: 457(e)(15)	\$23,500	\$23,000	\$22,500
SIMPLE Plan: Elective Deferral Limit: 408(p)(2)(E)	\$16,500	\$16,000	\$15,500
IRAs (Traditional and Roth)	\$7,000	\$7,000	\$6,500
Catch-up Contributions (age 50+):			
401(k), 403(b) or 457(b) Plans*: 414(v)(2)(B)(i) (General)	\$7,500	\$7,500	\$7,500
401(k), 403(b) or 457(b) Plans*: 414(v)(2)(B)(i) (Age 60-63)	\$11,250	N/A	N/A
SIMPLE IRA and 401(k) Plans: 414(v)(2)(B)(ii)	\$3,500	\$3,500	\$3,500
IRAs (Traditional and Roth)	\$1,000	\$1,000	\$1,000
“Highly Compensated” Definition: 414(q)(1)(B)	\$160,000	\$155,000	\$150,000
Officer / Key Employee Definition: 416(i)(1)(A)(i)	\$230,000	\$220,000	\$215,000
Social Security Taxable Wage Base	\$176,100	\$168,600	\$160,200
Simplified Employee Pensions			
Minimum Compensation: 408(k)(2)(C)	\$750	\$750	\$750
Maximum Compensation: 408(k)(3)(C)/408(k)(6)(D)(ii)	\$350,000	\$345,000	\$330,000
Tax Credit ESOPs			
5-Year Limit: 409(o)(1)(C)	\$1,415,000	\$1,380,000	\$1,330,000
Additional 1-Year Lengthening Limit: 409(o)(1)(C)	\$280,000	\$275,000	\$265,000
Health Savings Accounts (HSAs)			
Annual HSA Contribution Limit for Individuals	\$4,300	\$4,150	\$3,850
Annual HSA Contribution Limit for Families	\$8,550	\$8,300	\$7,750
HSA Catch-up Contribution Limit for Individuals	\$1,000	\$1,000	\$1,000

Source: IRS.gov, IRS Notice 2024-80, IRS Revenue Procedure 2024-25, SSA.gov

*457(b) catch-up contribution is available only to participants in governmental plans; it is not available to participants in 457(b) top hat plans offered by tax exempt organizations.

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