

Compensation and Contribution Limits for Qualified Retirement Plans

CONTRIBUTION & BENEFIT LIMITS

	2025	2024	2023
401(k)/403(b)/457 Plan Deferral Limit	\$23,500	\$23,000	\$22,500
Catch-Up Contributions (age 50 or older)	\$7,500	\$7,500	\$7,500
Enhanced Catch-Up Contributions (age 60-63)	\$11,250	--	--
Defined Contribution Plan Annual Limit	\$70,000	\$69,000	\$66,000
Annual Contribution Limit plus Catch-Up Contribution	\$77,500	\$76,500	\$73,500
Defined Benefit Plan Annual Limit	\$280,000	\$275,000	\$265,000

COMPENSATION LIMITS

Annual Compensation Cap	\$350,000	\$345,000	\$330,000
Social Security Taxable Wage Base	\$176,100	\$168,600	\$160,200
Key Employee Compensation Threshold	\$230,000	\$220,000	\$215,000
Highly Compensated Employee Threshold	\$160,000	\$155,000	\$150,000

IRA & HSA LIMITS

SIMPLE Plan Deferral Limit	\$16,500	\$16,000	\$15,500
SIMPLE Catch-Up Contributions (age 50 or older)	\$3,500	\$3,500	\$3,500
SIMPLE Enhanced Catch-Up Contributions (age 60-63)	\$5,250	--	--
Individual Retirement Account (IRA)	\$7,000	\$7,000	\$6,500
IRA Catch-Up Contribution (age 50 or older)	\$1,000	\$1,000	\$1,000
HSA (Individual)	\$4,300	\$4,150	\$3,850
HSA (Family Coverage)	\$8,550	\$8,300	\$7,750

KEY DATES AND DEADLINES

Employer Contribution Deposit	By tax return due date
Census Submission	January 31
ADP/ACP Refund	March 17
Calendar Year Form 5500 Filing	July 31
New Safe Harbor 401(k) Plan	October 1
Add Safe Harbor to Active 401(k)	1-Year after the end of the plan year
Form 5500 Extended Deadline	October 15
Safe Harbor Notice	December 2

The last day to adopt a 2024 plan is based on the employer's 2024 tax filing deadline, and the same applies for adopting a 2025 plan.