

IRS Plan Limits

**Harvard University Medical FSA 2025 Limit is \$3,200

| PLAN LIMITS | 2025 | 2024 | 2023 |
|--------------------------------------|--------------|-------------|-------------|
| 401(k)/403(b) Deferrals | \$23,500* | \$23,000 | \$22,500 |
| 401(k)/403(b) Catch Up | \$7,500 | \$7,500 | \$7,500 |
| Key Employee | \$230,000* | \$220,000 | \$215,000 |
| Highly Compensated Employee | \$160,000* | \$155,000 | \$150,000 |
| 457 Deferrals | \$23,500* | \$23,000* | \$22,500 |
| IRA | \$7,000 | \$7,000 | \$6,500 |
| IRA Catch Up | \$1,000 | \$1,000 | \$1,000 |
| Defined Contribution | \$70,000* | \$69,000 | \$66,000 |
| Defined Benefit | \$280,000* | \$275,000 | \$265,000 |
| Includible Compensation | \$350,000* | \$345,000 | \$330,000 |
| Tax Credit ESOP Maximum Balance | \$1,415,000* | \$1,380,000 | \$1,330,000 |
| Social Security Taxable Wage Base | \$176,100* | \$168,600 | \$160,200 |
| SEP Min. Participation Threshold | \$750 | \$750 | \$750 |
| SEP Maximum Participation Threshold | \$350,000* | \$345,000 | \$330,000 |
| SIMPLE Deferrals | \$16,500* | \$16,000 | \$15,500 |
| SIMPLE Plan Catch Up | \$3,500 | \$3,500 | \$3,500 |
| Maximum Monthly Social Security | \$4,018* | \$3,822 | \$3,627 |
| HSA Individual Contribution | \$4,300* | \$4,150 | \$3,850 |
| HSA Family Contribution | \$8,550* | \$8,300 | \$7,750 |
| HSA Catch Up Contribution (ages 55+) | \$1,000 | \$1,000 | \$1,000 |
| HDHP Minimum Individual Deductible | \$1,650* | \$1,600 | \$1,500 |
| HDHP Minimum Family Deductible | \$3,300* | \$3,200 | \$3,000 |
| HDHP Out-of-Pocket Maximum - Self | \$8,300* | \$8,050 | \$7,500 |
| HDHP Out-of-Pocket Maximum - Family | \$16,600* | \$16,100 | \$15,000 |
| Monthly Transit/Van Pooling | \$325* | \$315 | \$300 |
| Monthly Qualified Parking | \$325* | \$315 | \$300 |
| FSA Medical Maximum Deferral | \$3,300* | \$3,200 | \$3,050 |
| Medical FSA Carryover | \$660* | \$640 | \$610 |
| FSA Dependent Care Max. Deferral | \$5,000 | \$5,000 | \$5,000 |

*Medical mileage reimbursement for 2023: .22 cents per mile.
