IRS Plan Limits

Starting in 2025: For the year in which a participant turns 60, 61, 62, 63 they can boost their salary deferrals (traditional or Roth) tc their 401(k) or 403(b) plan with an increased catch-up contribution limit of the greater of the following amounts:150% of the regular catch-up amount for 2024 ($11,250). For the year in which you turn 64, or older, your limit will revert to the age 50 catch up limits ($7,500 as indexed each year for cost of living adjustments).

PLAN LIMITS	2026	2025	2024
401(k)/403(b) Deferrals	$24,500*	$23,500	$23,000
401(k)/403(b) Catch Up	$8,000*	$7,500	$7,500
401(k)/403(b) Catch Up – Ages 60-63**	$11,250	$11,250	$0
Roth Catch-up W-2 Wage Threshold (2025 look-back) Learn More	$150,000*	$0	$0
Key Employee	$235,000*	$230,000	$220,000
Highly Compensated Employee	$160,000	$160,000	$155,000
457 Deferrals	$24,500*	$23,500	$23,000
IRA	$7,500*	$7,000	$7,000
IRA Catch Up	$1,100*	$1,000	$1,000
Defined Contribution	$72,000*	$70,000	$69,000
Defined Benefit	$290,000*	$280,000	$275,000
Includible Compensation	$360,000*	$350,000	$345,000
Tax Credit ESOP Maximum Balance	$1,455,000*	$1,415,000	$1,380,000
Social Security Taxable Wage Base	$184,500*	$176,100	$168,600

PLAN LIMITS	2026	2025	2024
SEP Min. Participation Threshold	$800*	$750	$750
SEP Maximum Participation Threshold	$360,000*	$350,000	$345,000
SIMPLE Deferrals	$17,000*	$16,500	$16,000
SIMPLE Plan Catch Up	$4,000*	$3,500	$3,500
Maximum Monthly Social Security	$4,152*	$4,018	$3,822
HSA Individual Contribution	$4,400*	$4,300	$4,150
HSA Family Contribution	$8,750*	$8,550	$8,300
HSA Catch Up Contribution (ages 55+)	$1,000	$1,000	$1,000
HDHP Minimum Individual Deductible	$1,700*	$1,650	$1,600
HDHP Minimum Family Deductible	$3,400*	$3,300	$3,200
HDHP Out-of-Pocket Maximum - Self	$8,500*	$8,300	$8,050
HDHP Out-of-Pocket Maximum - Family	$17,000*	$16,600	$16,100
Monthly Transit/Van Pooling	$340*	$325	$315
Monthly Qualified Parking	$340*	$325	$315
FSA Medical Maximum Deferral	$3,400*	$3,300	$3,200
Medical FSA Carryover	$680*	$660	$640
FSA Dependent Care Max. Deferral	$7,500*	$5,000	$5,000

** Indicates a change from 2025 to 2026.*

***Under SECURE 2.0, a higher catch-up contribution limit applies for employees aged 60, 61, 62 and 63 as of December 31, 2026.*

*Medical mileage reimbursement for 2026 vary. For services dated 1/1/26 - 6/30/26 = $.205. For services dated 7/1/26 - 12/31/26 = $.235

2027 Health Related Limits:

PLAN LIMITS	2027	2026	2025
HSA Individual Contribution	$4,500*	$4,400	$4,300
HSA Family Contribution	$9,000*	$8,750	$8,550
HSA Catch Up Contribution (ages 55+)	$1,000	$1,000	$1,000
HDHP Minimum Individual Deductible	$1,750*	$1,700	$1,650
HDHP Minimum Family Deductible	$3,500*	$3,400	$3,300
HDHP Out-of-Pocket Maximum - Self	$8,700*	$8,500	$8,300
HDHP Out-of-Pocket Maximum - Family	$17,400*	$17,000	$16,600
Monthly Transit/Van Pooling	$350*	$340	$325
Monthly Qualified Parking	$350*	$340	$325
FSA Medical Maximum Deferral	$3,500*	$3,400	$3,300
Medical FSA Carryover	$700*	$680	$660
FSA Dependent Care Max. Deferral	$7,500	$7,500	$5,000

*2027 limits for Medical/Limited Purpose FSA for Harvard University is $3,400, due to IRS releasing rates after OE.

PLAN LIMITS 2026.pdf