

Retirement Plan Limitations

Limits as indexed by the IRS for the calendar years

	IRC Code	2024	2025
Defined Benefit – maximum annual benefit	415(b)	\$275,000	\$280,000
Defined Contribution – maximum additions	415(c)	\$69,000	\$70,000
Compensation – maximum annual amount	401(a)(17)	\$345,000	\$350,000
Key Employee salary definition	416(i)	\$220,000	\$230,000
Highly Compensated Employee salary definition	414(q)	\$155,000	\$160,000
Social Security Taxable Wage Base		\$168,600	\$176,100
401(k), 403(b), 457 Deferral Contribution Limit	402(g)	\$23,000	\$23,500
401(k), 403(b), 457 Catch-Up Limit	414(v)	\$7,500	\$7,500
401(k), 403(b), 457 Catch-Up Limit (Age 60-63)	414(v)	-	\$11,250
SIMPLE Deferral Limit	408(p)	\$16,000	\$16,500
SIMPLE Catch-Up Limit	408(p)	\$3,500	\$3,500
IRA Maximum Contribution	408(a)	\$7,000	\$7,000
IRA Catch-Up Limit	408(a)	\$1,000	\$1,000



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