

2025 Annual Benefit Plan Amounts

Retirement Contribution & Benefit Limits	2024 Limit	2025 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$23,000	\$23,500
SIMPLE IRA plan annual deferral	\$16,000	\$16,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$275,000	\$280,000
• annual additions to defined contribution plan	\$69,000	\$70,000
Maximum IRA contribution	\$7,000	\$7,000
Catch-up contribution limits		
• retirement plan (ages 50-59 and age 64 and older)	\$7,500	\$7,500
• retirement plan (ages 60-63)	\$7,500	\$11,250
• SIMPLE IRA plan	\$3,500	\$3,500
• IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$345,000	\$350,000
Grandfathered governmental plan participants	\$505,000	\$520,000
Highly compensated employees		
• any employee*	\$155,000*	\$160,000*
• 5-percent owner	no minimum	no minimum
*Employer may elect to limit to top-paid 20%. *Applies when determining HCEs during following year.		
Key employees		
• officer	\$220,000	\$230,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum
Social Security wage base	\$168,600	\$176,100