

2025 Retirement Plan Limits

	2024	2025
401(k) Salary (Elective) Deferrals – (IRC §402(g)(1))	\$23,000	\$23,500
401(k) Catch-Up Salary (Elective) Deferrals – Ages 50–59; 64+ (IRC §414(v))	\$7,500	\$7,500
401(k) Catch-Up Salary (Elective) Deferrals – Ages 60–63 (IRC §414(v))	\$7,500	\$11,250
Highly Compensated Employee – (HCE) (IRC §414(q)(1)(B))	\$155,000	\$160,000
Compensation – Key Employee Officer (IRC §416(i)(1)(A)(i))	\$220,000	\$230,000
403(b) Salary (Elective) Deferrals – (IRC §402(g)(1))	\$23,000	\$23,500
403(b) Catch-Up Salary (Elective) Deferrals – Ages 50–59; 64+ (IRC §414(v))	\$7,500	\$7,500
403(b) Catch-Up Salary (Elective) Deferrals – Ages 60–63 (IRC §414(v))	\$7,500	\$11,250
457 Nonqualified Deferred Compensation – (IRC §457(e)(15))	\$23,000	\$23,500
457 Catch-Up Salary (Elective) Deferrals – Ages 50–59; 64+ (IRC §414(v))	\$7,500	\$7,500
457 Catch-Up Salary (Elective) Deferrals – Ages 60–63 (IRC §414(v))	\$7,500	\$11,250
SIMPLE IRA Salary (Elective) Deferrals – (IRC §402(g)(1))	\$16,000	\$16,500
SIMPLE IRA Catch-Up Salary (Elective) Deferrals – Ages 50–59; 64+ (IRC §414(v))	\$3,500	\$3,500
SIMPLE IRA Catch-Up Salary (Elective) Deferrals – Ages 60–63 (IRC §414(v))	\$3,500	\$5,250
SEP Compensation – (IRC §408(k)(3)(c))	\$345,000	\$350,000
Annual Compensation Limit – (IRC §401(a)(17))	\$345,000	\$350,000
Annual Defined Contribution Limit	\$69,000	\$70,000
Annual Defined Benefit Limit – (IRC §415(b))	\$275,000	\$280,000
Catch-Up as Roth Threshold for an Applicable Employer Plan	\$145,000	\$145,000
Taxable Wage Base (Social Security)	\$168,600	\$176,100
Federal Insurance Contribution Act (FICA) Tax – Employee & Employer	15.3%*	15.3%*
Social Security Tax – Employee & Employer	12.4%*	12.4%*
Medicare Tax – Employee & Employer	2.9%*	2.9%*
Health Savings Account (HSA) Limits – Individual – Family – Catch-Up	\$4,150 / \$8,300 / \$1,000	\$4,300 / \$8,550 / \$1,000

Saver's Tax Credit

The saver's credit is a nonrefundable federal income tax credit available to individuals with an adjusted gross income (AGI) of less than \$79,000. Salary-deferral contributions to a 401(k), 403(b), governmental 457(b), SIMPLE IRA, and SAR SEP can reduce an individual's AGI, creating Saver's Tax Credit eligibility.

In addition, the credit is available for contributions to a traditional or Roth IRA. The maximum annual contribution eligible for the credit is \$2,000 (\$4,000 if married filing jointly), and the maximum credit is 50%, making the maximum saver's credit \$1,000 (\$2,000 if married filing jointly).

2025 TAX CREDIT				
TAX FILING STATUS	50% of Contribution	20% of Contribution	10% of Contribution	Not eligible for credit
Married filing jointly (AGI)	Not to exceed \$47,500	\$47,501–51,000	\$51,001–79,000	Greater than \$79,000
Head of household (AGI)	Not to exceed \$35,625	\$35,626–\$38,250	\$38,251–59,250	Greater than \$59,250
Single (AGI)	Not to exceed \$23,750	\$23,751–25,500	\$25,501–39,500	Greater than \$39,500