mybenefits

2026

2026 Retirement Plan Limits

	2025	2026
401(k) Salary (Elective) Deferrals	$23,500	$24,500
401(k) Catch-Up Salary (Elective) Deferrals – Ages 50-59; 64+	$7,500	$8,000
401(k) Catch-Up Salary (Elective) Deferrals – Ages 60-63	$11,250	$11,250
Compensation Threshold Requiring Roth Catch-Up Contribution	Not Applicable	$150,000
Annual Defined Contribution Plan Limit excluding Catch-Up Contributions	$70,000	$72,000
403(b) Salary (Elective) Deferrals	$23,500	$24,500
403(b) Catch-Up Salary (Elective) Deferrals – Ages 50-59; 64+	$7,500	$8,000
403(b) Catch-Up Salary (Elective) Deferrals – Ages 60-63	$11,250	$11,250
457 Nonqualified Deferred Compensation	$23,500	$24,500
457 Catch-Up Salary (Elective) Deferrals – Ages 50-59; 64+	$7,500	$8,000
457 Catch-Up Salary (Elective) Deferrals – Ages 60-63	$11,250	$11,250
SIMPLE IRA Salary (Elective) Deferrals	$16,500	$17,000
SIMPLE IRA Catch-Up Salary (Elective) Deferrals – Ages 50-59; 64+	$3,500	$4,000
SIMPLE IRA Catch-Up Salary (Elective) Deferrals – Ages 60-63	$5,250	$5,250
SIMPLE IRA Nonelective Contribution Limit	$5,100	$5,300
Annual Plan Compensation Limit	$350,000	$360,000
Highly Compensated Employee – (HCE)	$160,000	$160,000
Compensation – Key Employee Officer	$230,000	$235,000
Taxable Wage Base (Social Security)	$176,100	$184,500
Annual Defined Benefit Plan Contribution Limit	$280,000	$290,000
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	$4,300/$8,550/$1,000	$4,400/$8,750/$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 $80,500. 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 $48,500	$48,501–$52,500	$52,501–$80,500	Greater than $80,500
Head of household (AGI)	Not to exceed $36,735	$36,736–$39,375	$39,376–$60,375	Greater than $60,375
Single (AGI)	Not to exceed $24,250	$24,251–$26,250	$26,251–$40,250	Greater than $40,250