

Summary of benefits limits

Contribution limits	2026	2025	2024	2023	2022
401(k)/403(b) and 457 Elective Deferrals (402(g))	\$24,500	\$23,500	\$23,000	\$22,500	\$20,500
Catch up amount (414 (v))	\$8,000	\$7,500	\$7,500	\$7,500	\$6,500
Special Catch up amount (414 (v) Age 60-63)	\$11,250	\$11,250	N/A	N/A	N/A
Defined Contribution Plans (415 limit)	\$72,000	\$70,000	\$69,000	\$66,000	\$61,000
SIMPLE plans	\$17,000	\$16,500	\$16,000	\$15,500	\$14,000
SIMPLE plan catch up	\$4,000	\$3,500	\$3,500	\$3,500	\$3,000
Special SIMPLE plan catch up (Age 60-63)	\$5,250	\$5,250	N/A	N/A	N/A
IRA	\$7,500	\$7,000	\$7,000	\$6,500	\$6,000
IRA Catchup	\$1,100	\$1,000	\$1,000	\$1,000	\$1,000
Health savings account contribution levels	2026	2025	2024	2023	2022
Individual	\$4,400	\$4,300	\$4,150	\$3,850	\$3,650
Family	\$8,750	\$8,550	\$8,300	\$7,750	\$7,300
Catch up limits (age 55 or older)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Compensation limits	2026	2025	2024	2023	2022
Annual Compensation Limit	\$360,000	\$350,000	\$345,000	\$330,000	\$305,000
Highly Compensated (414(q)) Lookback year calculation	\$160,000	\$160,000	\$155,000	\$150,000	\$135,000
Key employee officer threshold	\$235,000	\$230,000	\$220,000	\$215,000	\$200,000
Income Subject to Social Security Tax	\$184,500	\$176,100	\$168,600	\$160,200	\$147,000
Highly Paid Individuals-Mandatory Roth catch up Lookback year calculation W-2 Box 3	\$150,000 may increase	\$150,000	N/A	N/A	N/A

Source: IRS.gov

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