

IRS Limits on Benefits and Compensation

	2026	2025	2024
Defined contribution plan annual additions limit	\$72,000	\$70,000	\$69,000
Maximum elective deferral for 401(k) and 403(b) plans	\$24,500	\$23,500	\$23,000
Maximum contribution limit for Governmental Section 457 plans	\$24,500	\$23,500	\$23,000
Highly compensated employee pay threshold	\$160,000	\$160,000	\$155,000
Key employee compensation in top-heavy tests	\$235,000	\$230,000	\$220,000
Qualified plan compensation limit	\$360,000	\$350,000	\$345,000
SIMPLE plan maximum elective deferral	\$17,000	\$16,500	\$16,000
Social Security taxable wage base	\$184,500	\$176,100	\$168,600
Catch-up contribution (age 50 or older) for 401(k), 403(b) and 457 plans (if using special catch-up for ages 60-63, see below)	\$8,000	\$7,500	\$7,500
Catch-up and Special catch -up contribution (ages 60 to 63) for 401(k), 403(b) and 457 plans	\$11,250	\$11,250	N/A
Catch-up contribution (age 50 or older) for SIMPLE 401(k)	\$4,000	\$3,500	\$3,500
Defined benefit annual plan limit	\$290,000	\$280,000	\$275,000



Source: Internal Revenue Service

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