



2025 Cost of Living Adjustments

Limits	2023	2024	2025
IRC §402(g) limit on 401(k) and 403(b) elective deferrals	\$22,500	\$23,000	\$23,500
457 Plans	\$22,500	\$23,000	\$23,500
Catch-up contribution limit for employees ages 50 - 59 or 64 and older (401(k), 403(b), and 457 plans)	\$7,500	\$7,500	\$7,500
Catch-up contribution limit for employees ages 60-63 (401(k), 403(b), and 457 plans)			\$11,250
SIMPLE 401(k)/IRA	\$15,500	\$16,000	\$16,500
SIMPLE catch-up contribution limit	\$3,500	\$3,500	\$3,500
Annual limit on compensation	\$330,000	\$345,000	\$350,000
Highly compensated employee threshold	\$150,000	\$155,000	\$160,000
Limit on annual benefit payments under a defined benefit plan	\$265,000	\$275,000	\$280,000
Limit on annual additions to a defined contribution plan	\$66,000	\$69,000	\$70,000
Social Security wage base	\$160,200	\$168,600	\$176,100