

Cost of Living Adjustments

COLA Limits



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IRS Limits on Benefits and Compensation

Defined Contribution Plans

	2025	2024	2023
Max Annual Contribution (IRC §415(c)) (applies to limitation years <u>ending</u> in indicated year)	70,000	69,000	66,000
Salary Deferral Limit (IRC §402(g))	23,500	23,000	22,500
Catch-up Limit** (age 50+) 401(k), 403(b), 457(b) plans (applies to <u>calendar</u> year)	7,500	7,500	7,500
Super Catch-up Limit** (age 60-63) for 401(k), 403(b), 457(b) plans (applies to <u>calendar</u> year)	11,250		
HCE Compensation (highly compensated employee applies to look-back years in indicated year)	160,000	155,000	150,000
Max Plan Compensation for Retirement Plan Purposes (IRC §401(a)(17)) (applies to plan years <u>beginning</u> in indicated year)	350,000	345,000	330,000
Key Employee (Officer with Compensation over)	230,000	220,000	215,000
Key Employee (more than 1% Owner with Compensation over)	150,000	150,000	150,000
Social Security Taxable Wage Base	176,100	168,600	160,200

**Starting in 2025, under Secure 2.0, the catch-up limit is increased to 11,250 for individuals during the year who are age 60, 61, 62, and 63. Individuals who turn 64 in 2025 are not permitted to use the super catch-up; only the 7,500 catch-up.

The annual compensation limit is based on the calendar year in which the plan year begins (10/01/2024 - 09/30/2025 plan year end, the 2024 limit of 345,000 is used). For off-calendar plan year ends, deferral limits are based on the calendar year limits noted above.