Summary of Employee Benefit and Related Limits (2025-2024)

General Plan Limits	2025	2024
Elective Deferral Limits		
401(k), 403(b), 457(b) and SARSEP	**$23,500**	$23,000
SIMPLE IRA and SIMPLE 401(k)	**$16,500**	$16,000
Catch-Up Contributions (age 50) [1]		
401(k), 403(b), 457, and SARSEP	**$7,500**	$7,500
Special SARSEP catch-up (ages 60-63) [4]	**$11,250**	*n/a*
Simple IRA and Simple 401(k)	**$3,500**	$3,500
Enhanced SIMPLE catch-up limit [2, 7]	**$3,850**	$3,850
Special SIMPLE catch-up (ages 60-63) [4]	**$5,250**	*n/a*
457 special limits during 3-year period	**$47,000**	$46,000
SEP Eligibility Compensation Floor	**$750**	$750
Maximum Plan Compensation Cap	**$350,000**	$345,000
§415 Annual Limits		
Defined contribution plan	**$70,000**	$69,000
Defined benefit plan	**$280,000**	$275,000
Highly Compensated Employees	**$160,000**	$155,000
Key Employees		
Officer compensation	**$230,000**	$220,000
1% Owners	**$150,000**	$150,000
Gov't Plan Compensation	**$520,000**	$505,000

	2025	2024
Enhanced SIMPLE plan deferrals		
Mandatory if under 26 employees [6]	**$17,600**	$17,600
Optional if greater than 25 employees [7]	**$17,600**	$17,600
Additional Non-Elective SIMPLE [5]	**$5,100**	$5,000
Traditional IRA & Roth IRA (see phaseouts below)		
Annual contribution limit	**$7,000**	$7,000
Catch-up contribution limit (age 50)	**$1,000**	$1,000
Roth conversion income limit	**None**	None
Bankruptcy IRA Exemptions [3]	**Will Δ 4/1/2025**	$1,512,350
QLAC annual premium	**$210,000**	$200,000
HSA - Health Savings Accounts (see more below)		
Individual contribution limit	**$4,300**	$4,150
Family contribution limit	**$8,550**	$8,300
Catch-up contribution limit (age 55)	**$1,000**	$1,000
Social Security		
OASDI rate (Employee/Employer)	**6.20% / 6.20%**	6.20% / 6.20%
Medicare rate (Employee/Employer) [8]	**1.45% / 1.45%**	1.45% / 1.45%
FICA (Employee/Employer)	**7.65% / 7.65%**	7.65% / 7.65%
SECA	**15.3%**	15.3%
Taxable wage base (TWB)	**$176,100**	$168,600

IRA, Roth-IRA, and ESA Phase-out Ranges	Single 2025	Single 2024	Married Filing Jointly 2025	Married Filing Jointly 2024	Filing Separately 2025 and 2024 [9]
Traditional IRA – active participant	**$79,000 - $89,000**	$77,000 - $87,000	**$126,000 - $146,000**	$123,000 - $143,000	**$0 - $10,000**
Traditional IRA – only spouse active	**n/a**	n/a	**$236,000 - $246,000**	$230,000 - $240,000	**$0 - $10,000**
Roth IRA – contributions	**$150,000 - $165,000**	$146,000 - $161,000	**$236,000 - $246,000**	$230,000 - $240,000	**$0 - $10,000**
Coverdell ESA – contributions	**$95,000 - $110,000**	$95,000 - $110,000	**$190,000 - $220,000**	$190,000 - $220,000	**n/a**

HSA Limitations	2025 Self-Only Coverage	2025 Family Coverage	2024 Self-Only Coverage	2024 Family Coverage
HSA maximum contribution	**$4,300**	**$8,550**	$4,150	$8,300
HSA catch-up (age 55 by end of year)	**$1,000**	**$1,000**	$1,000	$1,000
HDHP minimum annual deductible	**$1,650**	**$3,300**	$1,600	$3,200
HDHP maximum out-of-pocket	**$8,300**	**$16,600**	$8,050	$16,100

[1] This number is only the catch-up available under Code Section 414(v). Code Sections 457(b)(3) and 402(g) provide separate catch-up rules, which must also be considered in appropriate cases. [2] Applies automatically if under 26 employees (optional if 26–100 employees). [3] The 2024 limit shown is effective for three years for cases filed on or after April 1, 2022. [4] For ages 60–63 is the greater of $5,000 or 150 percent of the 2025 limit ($3,500) = $5,250 for SIMLE plans and the greater of $10,000 or 150 percent of the 2024 limit ($7,500) = $11,250 for SEP and DC plans. [5] Up to 10 percent of a participant's compensation (up to the annual compensation cap) not to exceed applicable COLA limit for year shown above. [6] Reflects 10 percent increase in the $16,000 elective deferral limit for "2024" (110% x $16,000 = $17,600). Unclear if the $17,600 amount will change after 2025. [7] If more than 25 employees, allowed only if matching contribution rate increased from 3 percent to 4 percent or nonelective contribution rate increased from 2 percent to 3 percent. [8] Does not reflect the additional employee-paid Medicare tax (0.9% based on wages and self-employment income more than $250,000, if married filing a joint return; $125,000, if married filing a separate return; and $200,000, for all others). [9] Applies to married taxpayers filing separate returns.

Rollover Chart 2025

ROLLOVER FROM ↓ / ROLLOVER TO →	Qualified Plan	403(b) Plan	457(b) Plan (Governmental)	Thrift Savings Plan	Traditional IRA	SEP IRA	SIMPLE IRA	Roth IRA[4]	Coverdell ESA	Designated Roth Account
Qualified Plan	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	YES [1]	YES, as a conversion.	NO	YES, direct internal rollover if plan allows. [2]
403(b) Plan	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	YES [1]	YES, as a conversion.	NO	YES, direct internal rollover if plan allows. [2]
457(b) Plan (Governmental)	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	YES [1]	YES, as a conversion.	NO	YES, direct internal rollover if plan allows. [2]
Thrift Savings Plan	YES	YES	YES	NO, see Form TSP-65	YES	YES	YES [1]	YES, as a conversion.	NO	NO
Conduit IRA	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed	YE S [3]	YES [3]	YES [1, 3]	YES, as a conversion.	NO	NO
Traditional IRA and SEP IRA	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES	YES	YES *	YES, as a conversion.	NO	NO
SIMPLE IRA	YES, if plan accepts; only after 2 years.	YES, if plan accepts; only after 2 years.	YES, if plan accepts; only after 2 years.	YES, only after 2 years.	YES, only after 2 years.	YES, only after 2 years.	YES	YES, as a conversion after 2 yrs.	NO	NO
Roth IRA	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
Coverdell ESA	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO
Designated Roth Account (DRA)	NO	NO	NO	NO	NO	NO	NO	YES	NO	YES
529 Plan	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO

This chart is a generalized summary and is not intended to provide tax, legal, or accounting advice. [1] After two-year period has been met. [2] The requirement that a distribution event occur before the internal direct transfer was eliminated in taxable years beginning after 2012. [3] Taxpayers should keep conduit IRAs separate. Designated Roth accounts and qualified plans shown separately.