



The IRS has issued the cost-of-living adjustments for 2025 that affect Employee Benefit Plans, IRA's, HSA's and other points of interest. The 2021, 2022, 2023, 2024 and the 2025 adjusted amounts for allowable contributions, benefit limits and other compensation definitions are outlined below for your reference.

Retirement	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
401 (k) Elective Deferral Limit (Section 402(g)(1))	\$23,500	\$23,000	\$22,500	\$20,500	\$19,500
Catch-up Contribution Limit (for individuals age 50 and older)	\$7,500	\$7,500	\$7,500	\$6,500	\$6,500
Or - Catch-up Contribution Limit (for individuals age 60-63)	\$11,250	NA	NA	NA	NA
Maximum Annual Allocation Limit for Profit Sharing and Money Purchase Plans (Section 415(c)(1)(A))	\$70,000	\$69,000	\$66,000	\$61,000	\$58,000
Compensation Limit for Plan Allocations and Benefit Purposes (Sections 401(a)(17) and 404(l))	\$350,000	\$345,000	\$330,000	\$305,000	\$290,000
Social Security Taxable Wage Base	\$176,100	\$168,600	\$160,200	\$147,000	\$142,800
Key Employee Definition (Section 416(i)(1)(A)(i)): Officers	\$230,000	\$220,000	\$215,000	\$200,000	\$185,000
Highly Compensated Employee Definition (Section 414(q)(1)(B)): Any Employee	\$160,000	\$155,000	\$150,000	\$135,000	\$130,000
Maximum Annual Benefit for Defined Benefit Plans (Section 415(b)(1)(A))	\$280,000	\$275,000	\$265,000	\$245,000	\$230,000
SIMPLE Plan Maximum Contribution (Section 408(p)(2)(E))	\$16,500	\$16,000	\$15,500	\$14,000	\$13,500
SIMPLE Plan Catch up Amount (for individuals age 50 and older)	\$3,500	\$3,500	\$3,500	\$3,000	\$3,000
IRA Contribution Limit	\$7,000	\$7,000	\$6,500	\$6,000	\$6,000
IRA Catch-Up (for individuals age 50 and older)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000

High Deductible Health Plans

Health Savings Account - Single	\$4,300	\$4,150	\$3,850	\$3,650	\$3,600
Health Savings Account - Family	\$8,550	\$8,300	\$7,750	\$7,300	\$7,200
Health Savings Account - Catch-Up (individuals age 55 and older)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
HDHP - Minimum Deductibles - Single	\$1,650	\$1,600	\$1,500	\$1,400	\$1,400
HDHP - Minimum Deductibles - Family	\$3,300	\$3,200	\$3,000	\$2,800	\$2,800
HDHP - Maximum Out-Of-Pocket Limit - Single	\$8,300	\$8,050	\$7,500	\$7,050	\$7,000
HDHP - Maximum Out-Of-Pocket Limit - Family	\$16,600	\$16,100	\$15,000	\$14,100	\$14,000

Cafeteria/Section 125 Plans

Flexible Spending Account (FSA) - Maximum Contribution	\$3,300	\$3,200	\$3,050	\$2,850	\$2,750
Year-end Maximum Carryover Amount (FSA)	\$660	\$640	\$610	\$570	\$550
Dependant Care FSA	\$5,000	\$5,000	\$5,000	\$5,000	\$10,500*

*Due to ARPA, Dependant Care allowed to increase to \$10,500 for 2021, but back to normal \$5,000 for 2022

Other Information

Section 179 Deduction Maximum	TBD	\$1,220,000	\$1,160,000	\$1,080,000	\$1,050,000
Section 179 Purchase Amount for Phase-Out	TBD	\$3,050,000	\$2,890,000	\$2,700,000	\$2,620,000
Standard Mileage Rates	TBD	67 cents/mile	65.5 cents/mile	58.5 cents/mile 62.5 cents/mile	56 cents/mile