

# IRS limits on retirement benefits and compensation

Employee deferrals/ contributions	2025 limit	2025 catch-up	2026 limit	2026 catch-up
<b>401(k), 403(b), most 457</b>	<b>\$23,500</b>		<b>\$24,500</b>	
Age 50 to 59 OR 64 and older		\$7,500		\$8,000
60, 61, 62 and 63 yrs old		\$11,250		\$11,250
<b>Starter 401(k) - deferral only</b>	<b>\$6,000</b>		<b>\$6,000</b>	
Age 50 and older		\$1,000		\$1,000
<b>SIMPLE IRA</b>	<b>\$16,500</b>		<b>\$17,000 or \$18,100**</b>	
Age 50 to 59 OR 64 and older		\$3,500*		\$3,850 or \$4,000**
60, 61, 62 and 63 yrs old		\$5,250*		\$5,250
<b>IRA Contribution Limit</b>	<b>\$7,000</b>		<b>\$7,500</b>	
Age 50 and older		\$1,000		\$1,100

Based on IRS Notice 2025-67

\*if catch-up is permitted by the SIMPLE IRA plan

\*\*see SIMPLE limits doc for information on variations

	2025	2026
<b>Contribution limits</b>		
Defined Contribution plans (employee and employer combined – not counting catch-up)	\$70,000	\$72,000
Defined Benefit plans (annual benefit)	\$280,000	\$290,000
<b>Compensation/wage</b>		
Annual Compensation Limit	\$350,000	\$360,000
Highly Compensated Employee definition	\$160,000	\$160,000
Key Employee definition	\$230,000	\$235,000
Social Security Wage Base (for integrated plans)	\$176,100	\$184,500
ROTH catch-up wage threshold	\$145,000	\$150,000