



FLORIDA
 RETIREMENT CONSULTANTS
Dedication. Delivered!

2025 Retirement Plan Limits

Reflected below are many of the recent Internal Revenue Service dollar limitations which are applicable to retirement plans:

	<u>2025</u>	<u>2024</u>	<u>2023</u>
<u>Plan/IRA Limits</u>			
401(k) and 403(b) maximum deferral [402(g)]	\$23,500	\$23,000	\$22,500
457 maximum deferral	\$23,500	\$23,000	\$22,500
401(k) and 403(b) standard catch-up	\$7,500	\$7,500	\$7,500
457 standard catch-up	\$7,500	\$7,500	\$7,500
401(k), 403(b), 457(b) age 60-63 catch-up	\$11,250	N/A	N/A
SIMPLE election maximum deferral*	\$16,500 / \$17,600	\$16,000 / \$17,600	\$15,500
SIMPLE standard catch-up*	\$3,500 / \$3,850	\$3,500 / \$3,850	\$3,500
SIMPLE age 60-63 catch-up	\$5,250	N/A	N/A
Defined Benefit (DB) – annual benefit	\$280,000	\$275,000	\$265,000
Defined Contribution (DC) – annual contributions	\$70,000	\$69,000	\$66,000
IRA limit	\$7,000	\$7,000	\$6,500
IRA catch-up	\$1,000	\$1,000	\$1,000
<u>Compensation Limits</u>			
Maximum Compensation	\$350,000	\$345,000	\$330,000
SEP annual compensation floor	\$750	\$750	\$750
<u>Highly Compensated Employees (HCEs)</u>			
Any employee compensation	\$160,000	\$155,000	\$150,000
<u>Key Employees</u>			
Officer Compensation	\$230,000	\$220,000	\$215,000
1% Owner (<i>not adjusted for inflation</i>)	\$150,000	\$150,000	\$150,000
<u>Covered Compensation Limits</u>			
Social Security Taxable Wage Base	\$176,100	\$168,600	\$160,200

* Higher limit automatically permitted for employers in prior year with 25 or fewer eligible employees and permitted for employers in prior year with 26 – 100 eligible employees conditioned on employer increasing employer contributions to 3% nonelective (up from 2%) or 4% match (up from 3%). Employers permitted to make an additional discretionary nonelective contribution that does not exceed the lesser of 10% of compensation or \$5,000 for all eligible employees with at least \$5,000 in compensation.

Should you have any questions, please contact your Pension Administrator.

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