Retirement Plan Annual Limits

LIMITS	**2027**	**2026**	**2025**	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**
Maximum Compensation *[401(a)(17), 408(k)(3)(C), 408(k)(6)(D)(ii) & 404(l)]*	**375,000**	360,000	350,000	345,000	330,000	305,000	290,000	285,000	280,000	275,000
Maximum Elective Deferral ***401(k) Plan*** *[402(g)(1)]* ***403(b) Plan*** *[402(g)(1)]* ***457(b) Plan*** *[457(e)(15)]*	**25,500** **25,500** **25,500**	24,500 24,500 24,500	23,500 23,500 23,500	23,000 23,000 23,000	22,500 22,500 22,500	20,500 20,500 20,500	19,500 19,500 19,500	19,500 19,500 19,500	19,000 19,000 19,000	18,500 18,500 18,500
HCE Definition *[414(q)(1)(B)]*	**170,000**	160,000	160,000	155,000	150,000	135,000	130,000	130,000	125,000	120,000
Roth Catch-up Wage Threshold *[414(v)(7)(A)]*	**155,000**	150,000								
Defined Contribution Limit *[415(c)(1)(A)]*	**75,000**	72,000	70,000	69,000	66,000	61,000	58,000	57,000	56,000	55,000
Catch-up Contribution Limit *[414(v)(2)(B)(i)]*	**8,500**	8,000	7,500	7,500	7,500	6,500	6,500	6,500	6,000	6,000
Catch-up Contribution Limit, Age 60-63 *[414(v)(2)(E)(i)]*	**11,750**	11,250	11,250							
DB Annual Benefit Limit *[415(b)(1)(A)]*	**300,000**	290,000	280,000	275,000	265,000	245,000	230,000	230,000	225,000	220,000
Key Employee Definition in a Top-Heavy Plan *[416(i)(1)(A)(i)]*	**245,000**	235,000	230,000	220,000	215,000	200,000	185,000	185,000	180,000	175,000
Wage Base Rate *[§230 of Social Security Act]*	**192,300**	184,500	176,100	168,600	160,200	147,000	142,800	137,700	132,900	128,400
SEP Contribution required if Compensation of employee is at least *[408(k)(2)(C)]*	**800**	800	750	750	750	650	650	600	600	600
SIMPLE Plan Maximum Deferral Limit *[408(p)(2)(E)]*	**17,500**	17,000	16,500	16,000	15,500	14,000	13,500	13,500	13,000	12,500
SIMPLE Plan Catch-up Contribution Limit *[414(v)(2)(B)(ii)]*	**4,000**	4,000	3,500	3,500	3,500	3,000	3,000	3,000	3,000	3,000