EMPLOYEE BENEFITS ALERT

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IRS ANNUAL COST-OF-LIVING ADJUSTMENTS EMPLOYEE BENEFIT DOLLAR LIMITATIONS FOR 2026

EFFECTIVE:
JANUARY 1, 2026

Making several changes, the IRS has released the 2026 cost-of-living adjustments applicable to the dollar limits and thresholds for retirement plans and health and welfare benefit plans. Plan sponsors should update their systems and formulas to include the limits that have been adjusted.

RETIREMENT PLAN LIMITS	2025	2026
ELECTIVE DEFERRALS		
401(k) CONTRIBUTIONS	$23,500	$24,500
403(b) CONTRIBUTIONS	$23,500	$24,500
457 PLAN CONTRIBUTIONS	$23,500	$24,500
SIMPLE 401 (k) CONTRIBUTIONS	$16,500	$17,000
SIMPLE IRA CONTRIBUTIONS	$16,500	$17,000
CATCH-UP CONTRIBUTIONS		
401(k) CONTRIBUTIONS	$7,500	$8,000
403(b) CONTRIBUTIONS	$7,500	$8,000
457 PLAN CONTRIBUTIONS	$7,500	$8,000
CATCH-UP FOR PARTICIPANTS WHO ATTAIN AGE 60-63	$11,250	$11,250
SIMPLE 401 (k) CONTRIBUTIONS	$3,500	$4,000
SIMPLE IRA CONTRIBUTIONS	$3,500	$4,000
415 ANNUAL ADDITIONS		
DEFINED BENEFIT PLAN DOLLAR LIMIT	$280,000	$290,000
DEFINED CONTRIBUTION PLAN DOLLAR LIMIT	$70,000	$72,000
401(a)(17) MAXIMUM ANNUAL PLAN COMPENSATION	$350,000	$360,000
414(q) HIGHLY COMPENSATED EMPLOYEE	$160,000	$160,000
TOP-HEAVY KEY EMPLOYEE		
OFFICERS	$230,000	$235,000
1% OWNER	$150,000	$150,000
IRAs		
ANNUAL CONTRIBUTION LIMIT	$7,000	$7,500
CATCH-UP CONTRIBUTIONS	$1,000	$1,100
FICA TAXABLE WAGE BASE		
SOCIAL SECURITY (TAX RATE 6.2%)	$176,100	$184,500
MEDICARE (TAX RATE 1.45%)	NO LIMIT	NO LIMIT
HEALTH AND WELFARE BENEFIT PLAN LIMITS	**2025**	**2026**
CONTRIBUTION LIMITS FOR HSAs		
SINGLE - CONTRIBUTION TO HSAs	$4,300	$4,400
FAMILY - CONTRIBUTION TO HSAs (Changed)	$8,550	$8,750
CATCH-UP CONTRIBUTION (55+)	$1,000	$1,000

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Sources: IRS Notice 2024-80 (Retirement Plan Limits 2025), IRS Notice 2025-67 (Retirement Plan Limits 2026), Rev. Proc. 2025-19 (HSA Limits 2026), SSA 2026 Wage Base.

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