

## Publications

### 2025 Benefit Plan Limits Announced

**ALERT**

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*Hodgson Russ Employee Benefits Alert*

The Internal Revenue Service has announced the cost-of-living adjusted dollar limits applicable to benefit plans for 2025 (see IRS Notice 2024-80, Rev. Proc. 2024-40, and Rev. Proc. 2024-25). The key limits are listed below:

| Retirement Benefits                                    | 2024 Limit | 2025 Limit |
|--|------------|------------|
| 401(k)/403(b)/457 Plan<br>Maximum Elective<br>Deferral | \$23,000   | \$23,500   |
| 401(k)/403(b)/457<br>Catch-Up                          | \$7,500    | \$7,500    |
| Age 60-63 Catch-Up<br>Contribution Limit               | N/A        | \$11,250   |
| Defined Contribution<br>Maximum Annual<br>Addition     | \$69,000   | \$70,000   |
| Defined Benefit<br>Maximum Annual<br>Pension           | \$275,000  | \$280,000  |
| Qualified Plan<br>Maximum<br>Compensation Limit        | \$345,000  | \$350,000  |
| Highly Compensated<br>Employee Threshold               | \$155,000  | \$160,000  |
| Key Employee<br>Threshold                              | \$220,000  | \$230,000  |
| IRA Contribution Limit                                 | \$7,000    | \$7,000    |
| IRA Catch-Up<br>Contributions                          | \$1,000    | \$1,000    |

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Peter K. Bradley

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| Health Plan Benefits                             | 2024 Limit | 2025 Limit |
|--|------------|------------|
| Health FSA Contribution Limit                    | \$3,200    | \$3,300    |
| HSA Contribution Limit (Individual)              | \$4,150    | \$4,300    |
| HSA Contribution Limit (Family)                  | \$8,300    | \$8,500    |
| HSA Catch-Up                                     | \$1,000    | \$1,000    |
| Excepted Benefit HRA Employer Contribution Limit | \$2,100    | \$2,150    |

In addition, the Social Security taxable wage base will increase from \$168,600 for 2024 to \$176,100 for 2025.

For more information, please contact [Peter K. Bradley](#) (716.848.1446) or any member of the [Hodgson Russ Employee Benefits Practice](#).

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