

# 2026 Benefits Update

## Retirement Contributions and Benefits

	2025	2026
Elective deferral limit (401(k), 403(b) and 457(b))	\$23,500	\$24,500
Catch-up deferral limit (401(k), 403(b) and gov. 457(b))	\$7,500	\$8,000
Catch-up deferral limit for age 60-63	\$11,250	\$11,250
Roth catch-up high earner	N/A	\$150,000
Highly compensated employee (HCE)	\$160,000	\$160,000
Annual compensation limit for benefit purposes	\$350,000	\$360,000
Annual compensation for key employee determination	\$230,000	\$235,000
SIMPLE maximum contribution	\$16,500	\$17,000
SEP minimum compensation threshold	\$750	\$800

## Code § 415 Maximums

Defined benefit plan limit (annual accrual)	\$280,000	\$290,000
Defined contribution plan limit (annual addition)	\$70,000	\$72,000

## Pension Benefit Guaranty Corporation (PBGC)

Maximum monthly guaranteed benefit at age 65 (single-employer plans)	\$7,432	\$7,790
Flat-rate PBGC premium per participant (single-employer plans)	\$106	\$111

## Maximum Contribution for FSAs and HSAs

Health FSA maximum	\$3,300	\$3,400
Health FSA carryover limit	\$660	\$680
HSA self-only coverage	\$4,300	\$4,400
HSA family coverage	\$8,550	\$8,750
HSA age 55 catch up	\$1,000	\$1,000

## High Deductible Health Plan under Code § 223

Annual minimum deductible		
> Self-only coverage	\$1,650	\$1,700
> Family coverage	\$3,300	\$3,400
Annual out-of-pocket maximum		
> Self-only coverage	\$8,300	\$8,500
> Family coverage	\$16,600	\$17,000

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Social Security	2025	2026
Social Security taxable wage base	\$176,100	\$184,500
Retirement earnings test (under retirement age)	\$23,400	\$24,480
Retirement earnings test (at full retirement age)	\$62,160	\$65,160
Cost of living adjustment	2.5%	2.8%
Qualified Transportation Benefits		
Parking (per month)	\$325	\$340
Transit pass (per month)	\$325	\$340
Individual Retirement Accounts		
IRA contribution	\$7,000	\$7,500
IRA catch-up contribution	\$1,000	\$1,100
Income limit: maximum deductible IRA contribution phase-out		
> Single taxpayer covered by a workplace retirement plan	\$79,000	\$81,000
> Married taxpayers filing jointly; contributor covered by a workplace retirement plan	\$126,000	\$129,000
Income limit: maximum Roth contribution phase-out		
> Single taxpayer	\$150,000	\$153,000
> Married taxpayers filing jointly	\$236,000	\$242,000
Miscellaneous		
Refundable tax credit per child	\$1,700	\$2,200
Maximum adoption credit	\$17,280	\$17,670
ACA Affordability Percentage	9.02%	9.96%

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