

IRS, PBGC, and Social Security figures for 2025, 2024, and 2023

Retirement plan compensation and benefits limits	2025	2024	2023
Maximum annual annuity for DB plans*	\$280,000	\$275,000	\$265,000
Maximum annual additions for DC plans*	\$70,000	\$69,000	\$66,000
Maximum §401(k), §403(b), and §457(b) deferral*	\$23,500	\$23,000	\$22,500
“Catch-up” contribution limit for DC plans	\$7,500	\$7,500	\$7,500
Catch-up limit for those aged 60, 61, 62, or 63	\$11,250	\$7,500	\$7,500
Compensation limit	\$350,000	\$345,000	\$330,000
Highly compensated employee	\$160,000	\$155,000	\$150,000
Key employee / Officer compensation	\$230,000	\$220,000	\$215,000
Portion of emergency savings account in DC plans attributable to participant contributions	\$2,500	\$2,500	N/A
Prior-year wage threshold triggering Roth catch-up contributions to DC plans	\$145,000	\$145,000	N/A
PBGC premiums for applicable DB plans	2025	2024	2023
Single-employer plan flat rate premium per participant	\$106	\$101	\$96
Single-employer plan variable rate premium (VRP) per \$1,000 of unfunded vested benefits (UVB)*	\$52	\$52	\$52
Maximum single-employer plan VRP per participant	\$717	\$686	\$652
Multiemployer plan flat rate premium	\$39	\$37	\$35
Social Security thresholds	2025	2024	2023
Social Security taxable wage base (SSTWB)	\$176,100	\$168,600	\$160,200
Maximum Social Security Old-Age, Survivors, and Disability Insurance program (OASDI) payroll tax (6.2% of SSTWB) paid by both the employee and the employer*	\$10,918.20	\$10,453.20	\$9,932.40
Maximum monthly Social Security benefit at Social Security full (normal) retirement age (SSNRA)*	\$4,018	\$3,822	\$3,627
National average wage base used to adjust limits	\$66,621.80	\$63,795.13	\$60,575.07
IRS qualified employer health insurance plan benefit limits	2025	2024	2023
Self-only health insurance plan coverage			
Health savings account (HSA) annual contribution*	\$4,300	\$4,150	\$3,850
High-deductible health plan (HDHP) minimum deductible*	\$1,650	\$1,600	\$1,500
HDHP maximum out-of-pocket cost	\$8,300	\$8,050	\$7,500
Family health insurance plan coverage			
HSA annual contribution	\$8,550	\$8,300	\$7,750
HDHP minimum deductible	\$3,300	\$3,200	\$3,000
HDHP maximum out-of-pocket cost	\$16,600	\$16,100	\$15,000
All health insurance plan coverages			
HSA “catch-up” contribution for ages 55 and older	\$1,000	\$1,000	\$1,000

* To read the full article, including explanations for these items, please see:

<https://www.milliman.com/en/insight/2025-cola-indexed-amounts>