Gilliam Bell Moser LLP
we hear you

# Cost of Living Adjustments (COLA)

## 2023-2025

### COLA adjustments are made on a calendar year basis

| | 2025 | 2024 | 2023 |
|---|---|---|---|
| 401(k) and 403(b) Elective Deferral - 402(g)(1) (calendar year limit per individual) | 23,500 | 23,000 | 22,500 |
| 401(k) and 403(b) Catch-Up Contributions - 414(v)(2)(B)(i) | 7,500 | 7,500 | 7,500 |
| 401(k) and 403(b) Catch-Up Contributions (ages 60-63) – 414(v)(2)(E)(i) | 11,250 | - | - |
| Defined Contribution Plan Annual Additions Limit - 415(c)(1)(A) | **70,000** | 69,000 | 66,000 |
| Annual Compensation Limit - 401(a)(17) and 404(l) | **350,000** | 345,000 | 330,000 |
| Highly Compensated Employee Compensation - 414(q)(1)(B)* | 160,000 | 155,000 | 150,000 |
| Key Employee Compensation - 416(i)(1)(A)(i) | | | |
| 1% Owners earning more than: | 150,000 | 150,000 | 150,000 |
| Officers earning more than: | 230,000 | 220,000 | 215,000 |
| Social Security Taxable Wage Base (SSTWB) | **176,100** | 168,600 | 160,200 |
| Defined Benefit Maximum Benefit - 415(b)(1)(A) | 280,000 | 275,000 | 265,000 |
| IRA-SEP Minimum Annual Compensation - 408(k)(2)(C) | **750** | 750 | 750 |
| SIMPLE Plan Deferrals - 408(p)(2)(E) | 16,500 | 16,000 | 15,500 |
| SIMPLE Plan Catch-Up - 414(v)(2)(B)(ii) | 3,500 | 3,500 | 3,500 |
| SIMPLE Plan Catch-Up (ages 60-63) - 414(v)(2)(B)(ii) | 5,250 | - | - |
| IRA Deductible Contributions - 219(b)(5)(A) | 7,000 | 7,000 | 6,500 |

* Use compensation amount in effect at the beginning of the prior plan year.

Example: Plan year ends June 30, 2025; the prior plan year ends June 30, 2024. The beginning of the prior plan year is July 1, 2023. To be an HCE in the plan year ending June 30, 2025, the compensation earned during the plan year ended June 30, 2024 must exceed $150,000, which is the limit in effect as of July 1, 2023.