Gilliam Bell Moser LLP

we hear you

Cost of Living Adjustments (COLA)

2024-2026

COLA adjustments are made on a calendar year basis

	2026	2025	2024
401(k) and 403(b) Elective Deferral - 402(g)(1) (calendar year limit per individual)	24,500	23,500	23,000
401(k) and 403(b) Catch-Up Contributions - 414(v)(2)(B)(i)	8,000	7,500	7,500
401(k) and 403(b) Catch-Up Contributions (ages 60-63) – 414(v)(2)(E)(i)	11,250	11,250	-
Defined Contribution Plan Annual Additions Limit - 415(c)(1)(A)	**72,000**	70,000	69,000
Annual Compensation Limit - 401(a)(17) and 404(l)	**360,000**	350,000	345,000
Highly Compensated Employee Compensation - 414(q)(1)(B)*	160,000	160,000	155,000
Key Employee Compensation - 416(i)(1)(A)(i)			
1% Owners earning more than:	150,000	150,000	150,000
Officers earning more than:	235,000	230,000	220,000
Social Security Taxable Wage Base (SSTWB)	**184,500**	176,100	168,600
Defined Benefit Maximum Benefit - 415(b)(1)(A)	290,000	280,000	275,000
IRA-SEP Minimum Annual Compensation - 408(k)(2)(C)	**800**	750	750
SIMPLE Plan Deferrals - 408(p)(2)(E)	17,000	16,500	16,000
SIMPLE Plan Catch-Up - 414(v)(2)(B)(ii)	4,000	3,500	3,500
SIMPLE Plan Catch-Up (ages 60-63) - 414(v)(2)(B)(ii)	5,250	5,250	-
IRA Deductible Contributions - 219(b)(5)(A)	7,500	7,000	7,000
Roth catch-up wage threshold – 414(v)(7)(A)		150,000	-

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

Example: Plan year ends June 30, 2026; the prior plan year ends June 30, 2025. The beginning of the prior plan year is July 1, 2024. To be an HCE in the plan year ending June 30, 2026, the compensation earned during the plan year ended June 30, 2025 must exceed $155,000, which is the limit in effect as of July 1, 2024.