



Indexed Figures for 2025

The IRS and other relevant agencies have released 2025 indexed amounts, adjusted for inflation, for health savings account contribution limits and deductibles, out-of-pocket (OOP) maximums for high-deductible health plans (HDHPs), Healthcare Spending Accounts (health FSAs) and others. Please use these figures to prepare benefit guides and other employee communication materials and to determine benefit plan designs.

	2024	2025
Employee Benefits		
401(k) & 403(b) Limit	\$23,000	\$23,500
457(b)(2) Limit	\$23,000	\$23,500
401(k), 403(b), 457(b) Catch-up for those turning 55-59 or 64+	\$ 7,500	\$ 7,500
401(k) & 403(b) Catch-up for those turning age 60-63	\$ 7,500	\$11,250
SIMPLE Deferral Limit	\$16,000	\$16,500
SIMPLE Catch-Up for those turning 55-59 or 64+	\$ 3,500	\$ 3,500
SIMPLE Catch-Up for those turning 60-63	\$ 3,500	\$ 5.25
Annual Compensation Limit	\$345,000	\$350,000
Highly Compensated Employee Salary Amount	\$155,000	\$160,000
Annual Compensation for Key Employee	\$220,000	\$230,000
Defined Benefit Plan Limit	\$275,000	\$280,000
Defined Contribution Plan Limit	\$ 69,000	\$ 70,000
Qualified Transportation Fringe Benefits		
Parking (monthly)	\$315	\$325
Mass Transit Passes (monthly)	\$315	\$325
FICA Taxable Wage Base		
Social Security	\$168,600	\$176,100
Medicare	Unlimited	Unlimited
FICA Tax Rate		
Social Security	6.20%	6.20%
Medicare	1.45%	1.45%
Health Care Flexible Spending Account Maximum	\$ 3,200	\$ 3,300
Health Care FSA Carryover Maximum (for following year)	\$ 640	\$ 660
Dependent Care Spending Account Maximum	\$ 5,000	\$ 5,000
Adoption Assistance Plans	\$16,810	\$17,280
Non-grandfathered Plan Out-of-Pocket Limits		
Self-only Coverage	\$ 9,450	\$ 9,200
Family Coverage	\$18,900	\$18,400
Health Savings Account		
Maximum Individual Contribution	\$ 4,150	\$ 4,300
Maximum Family Contribution	\$ 8,300	\$ 8,550
Catch-up Contribution	\$ 1,000	\$ 1,000
High Deductible Health Plans		
Minimum Annual Deductible (Individual)	\$ 1,600	\$ 1,650
Minimum Annual Deductible (Family)	\$ 3,200	\$ 3,300
Maximum Out-of-Pocket Limit (Individual)	\$ 8,050	\$ 8,300
Maximum Out-of-Pocket Limit (Family)	\$16,100	\$16,600
Individual Mandate Penalty		
	\$0	\$0
Employer Shared Responsibility Penalty		
Failure to offer MEC to 95% of FT employees (IRC 4980H(a))	\$2,970	\$2,900
Failure to offer MEC that is affordable and/or minimum value	\$4,460	\$4,350
Affordability threshold for employee only coverage	8.39%	9.02%
Standard mileage rate	Suspended till 2026	Suspended until 2026

Information provided is accurate as of 11/08/2024. Please verify with up-to-date sources, as details may have changed since then