

IRS and PBGC Benefit Plan Limits for 2026

Item	2026	2025	2024	2023
Qualified Plans Compensation Limit [§401(a)(17), §404(l), §408(k)(3)(C), & §408(k)(6)(D)(ii)]	\$ 360,000	\$ 350,000	\$ 345,000	\$ 330,000
Defined Benefit Plan Dollar Limit [§415(b)(1)(A)]	\$ 290,000	\$ 280,000	\$ 275,000	\$ 265,000
Defined Contribution Plan Annual Additions Dollar Limit [§415(c)(1)(A)]	\$ 72,000	\$ 70,000	\$ 69,000	\$ 66,000
401(k) Elective Deferral & 403(b) Salary Reduction Limits [§402(g)(1)], and 457 Plan Deferral Limit [§457(e)(15)]	\$ 24,500	\$ 23,500	\$ 23,000	\$ 22,500
Catch-up (age 50 or older) Contribution Limit for 401(k), 403(b), 457, and SARSEP Plans [§414(v)(2)(B)(i)&(E)(i)]	\$ 11,250	\$ 11,250	\$ 7,500	\$ 7,500
	– Ages 60 to 63 8,000	7,500		
Elective Contributions to SIMPLE Plans [§408(p)(2)(E)(i)(III)]	\$ 17,000	\$ 16,500	\$ 16,000	\$ 15,500
Catch-up (age 50 or older) Contribution Limit for SIMPLE Plans [§414(v)(2)(B)(ii)&(E)(ii)]	\$ 5,250	\$ 5,250	\$ 3,500	\$ 3,500
	– Ages 60 to 63 4,000	3,500		
IRA Contribution Limit [§219(b)(5)(A)]	\$ 7,500	\$ 7,000	\$ 7,000	\$ 6,500
Catch-up (age 50 or older) Contribution Limit for IRAs [§219(b)(5)(B)]	\$ 1,100	\$ 1,000	\$ 1,000	\$ 1,000
Highly Compensated Employee Pay Threshold [§414(q)(1)(B)]	\$ 160,000	\$ 160,000	\$ 155,000	\$ 150,000
Highly Paid Participants for Roth Catch-ups [§414(v)(7)(A)]	\$ 150,000	\$ 145,000	N/A	N/A
SEP Compensation Amount [§408(k)(2)(C)]	\$ 800	\$ 750	\$ 750	\$ 750
Compensation Limit – Certain Government Plans [§401(a)(17)]	\$ 535,000	\$ 520,000	\$ 505,000	\$ 490,000
Tax Credit Employee Stock Ownership Plan Limits [§409(o)(1)(C)(ii)]	\$ 1,455,000	\$ 1,415,000	\$ 1,380,000	\$ 1,330,000
	– 5-year maximum balance 290,000	280,000	275,000	265,000
Health Savings Accounts [§223]	\$ 1,700/3,400	\$ 1,650/3,300	\$ 1,600/3,200	\$ 1,500/3,000
– HDHP minimum annual deductible (self/family)	8,500/17,000	8,300/16,600	8,050/16,100	7,500/15,000
– HDHP maximum out-of-pocket limit (self/family)	4,400/8,750	4,300/8,550	4,150/8,300	3,850/7,750
– Maximum HSA contribution limit (self/family)	1,000	1,000	1,000	1,000
– Catch-up (age 55 or older) contribution limit				
Qualified Transportation Fringe Benefit (monthly) [§132(f)(2)]	\$ 340	\$ 325	\$ 315	\$ 300
	– Parking 340	325	315	300
	– Transit pass/vanpooling			
PBGC	\$ 93,477.24	\$ 89,181.84	\$ 85,295.40	\$ 81,000.00
– Single-employer-plan maximum annual guaranteed life annuity at age 65	111	106	101	96
– Per-participant rate for flat-rate premium	751	717	686	652
– Variable-rate premium per-participant cap				

Social Security & Medicare Information for 2026

Item	2026	2025	2024	2023
OASDI Wage Base [6.2% payroll tax rate (FICA)]	\$ 184,500	\$ 176,100	\$ 168,600	\$ 160,200
Average Annual Wage for 2 nd Prior Year	\$ 69,846.57	\$ 66,621.80	\$ 63,795.13	\$ 60,575.07
Benefit Payment Cost-of-Living Adjustment	2.8%	2.5%	3.2%	8.7%
Maximum Annual Benefit at Full Retirement Age ("FRA") ⁽¹⁾	\$ 49,824	\$ 48,216	\$ 45,864	\$ 43,524
Retirement Earnings Test – Exempt Amounts ⁽²⁾				
– Before FRA	\$ 24,480	\$ 23,400	\$ 22,320	\$ 21,240
– Year of FRA	65,160	62,160	59,520	56,520
Wages Needed for One Quarter of Coverage	\$ 1,890	\$ 1,810	\$ 1,730	\$ 1,640
PIA Formula				
– 1 st bend point	\$ 1,286	\$ 1,226	\$ 1,174	\$ 1,115
– 2 nd bend point	7,749	7,391	7,078	6,721
Maximum Family Benefit Formula				
– 1 st bend point	\$ 1,643	\$ 1,567	\$ 1,500	\$ 1,425
– 2 nd bend point	2,371	2,262	2,166	2,056
– 3 rd bend point	3,093	2,950	2,825	2,682
Medicare				
– Part A deductible (per benefit period)	\$ 1,736	\$ 1,676	\$ 1,632	\$ 1,600
– Part B annual deductible	283	257	240	226
– Part B / D monthly premiums, if (AGI + TEI) ⁽³⁾ is:				
• \$109,000 or less (individual) or \$218,000 or less (joint return) ⁽⁴⁾	202.90 / 0.00	185.00 / 0.00	174.70 / 0.00	164.90 / 0.00
• \$109,001 to \$137,000 (individual) or \$218,001 to \$274,000 (joint return) ⁽⁴⁾	284.10 / 14.50	259.00 / 13.70	244.60 / 12.90	230.80 / 12.20
• \$137,001 to \$171,000 (individual) or \$274,001 to \$342,000 (joint return) ⁽⁴⁾	405.80 / 37.50	370.00 / 35.30	349.40 / 33.30	329.70 / 31.50
• \$171,001 to \$205,000 (individual) or \$342,001 to \$410,000 (joint return) ⁽⁴⁾	527.50 / 60.40	480.90 / 57.00	454.20 / 53.80	428.60 / 50.70
• \$205,001 to \$499,999 (individual) or \$410,001 to \$749,999 (joint return) ⁽⁴⁾	649.20 / 83.30	591.90 / 78.60	559.00 / 74.20	527.50 / 70.00
• \$500,000 or above (individual) or \$750,000 or above (joint return) ⁽⁴⁾	689.90 / 91.00	628.90 / 85.80	594.00 / 81.00	560.50 / 76.40

(1) Full Retirement Age was 65 for people born before 1938, and is gradually increasing for people born in 1938 and later years – to age 67 for people born in 1960 or later (see chart on right). The dollar amounts shown assume no earnings during the year the individual attains FRA.

(2) Prior to the year the individual attains FRA, Social Security benefits are reduced \$1 for every \$2 in earnings above the limit. In the year the individual attains FRA, benefits are reduced \$1 for every \$3 of earnings in excess of the limit, but only pre-FRA-month earnings are considered and only pre-FRA-month benefits are reduced. (In the first year that there is a month in which the individual does not earn more than 1/12 of the applicable annual limit, an alternative monthly-limit-based test is used if it results in greater benefits paid.)

(3) Adjusted gross income plus tax-exempt interest, generally from 2nd prior year. For example, 2026 premiums are based on 2024 AGI + TEI. Part D amounts shown are income-related adjustments payable to Medicare, over and above the plan premium.

(4) The breakpoints shown for these rows apply for 2026 premiums only; breakpoints for prior years were different.

Year of Birth	Full Retirement Age
Before 1943	< 66
1943-54	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and Later	67