

Technical Update

2026 Retirement Limits



The following highlights the changes beginning in 2026 for dollar limitations on qualified pension plans and Social Security.

The Internal Revenue Service provides dollar limitations on benefits and contributions under qualified retirement plans. It also allows these limitations to be adjusted annually for cost-of-living increases.

The Social Security Administration (SSA) generally increases the maximum taxable earnings under the Social Security portion (OASDI) of Social Security and Medicare each year. The SSA also provides cost-of-living adjustments for Social Security beneficiaries based on changes in the Consumer Price Index (CPI).

	2024	2025	2026
IRS Limitations			
Maximum annual compensation limit	\$345,000	\$350,000	\$360,000
Maximum annual benefit under DB plan	\$275,000	\$280,000	\$290,000
Maximum annual contribution under DC plan	\$69,000	\$70,000	\$72,000
Highly compensated employee limit	\$155,000	\$160,000	\$160,000
Maximum 401(k) elective deferral limit	\$23,000	\$23,500	\$24,500
Maximum 403(b)/457(b) elective deferral limit	\$23,000	\$23,500	\$24,500
Catch-up contribution for individuals age 50 and over	\$7,500	\$7,500	\$8,000
Prior year threshold to determine Roth for catch-up contributions			\$150,000
Key Employee/Officer	\$220,000	\$230,000	\$235,000
Age 60 -63 catchup (New)		\$ 11,250	\$11,250
Social Security			
Maximum taxable earnings	\$168,600	\$176,100	\$184,500
IRAs			
Annual contribution limit	\$7,000	\$7,000	\$7,500
Roth IRA contribution	\$7,000	\$7,000	\$7,500
IRA Catch up contribution	\$1,000	\$1,000	\$1,100
SEP Simple Plan			
Maximum Plan contribution	\$16,000	\$16,500	\$17,000