



# Annual Benefit Limits for 2024 and 2025

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This chart lists annual benefit limits, including those for health, transit, and retirement and savings plan benefits, for 2024 and 2025.

Health and Welfare Plans		2024	2025
High deductible health plan (HDHP) + health savings account (HSA)			
Qualifying HDHP	Minimum annual deductible (plan year):	<ul style="list-style-type: none"> <li>Self-only coverage: \$1,600</li> <li>Family coverage: \$3,200</li> </ul>	Minimum annual deductible (plan year): <ul style="list-style-type: none"> <li>Self-only coverage: \$1,650</li> <li>Family coverage: \$3,300</li> </ul>
	Maximum out of pocket (plan year):	<ul style="list-style-type: none"> <li>Self-only coverage: \$8,050</li> <li>Family coverage: \$16,100</li> </ul>	Maximum out of pocket (plan year): <ul style="list-style-type: none"> <li>Self-only coverage: \$8,300</li> <li>Family coverage: \$16,600</li> </ul>
HSA	Maximum employee contribution:	<ul style="list-style-type: none"> <li>Self-only HDHP coverage: \$4,150</li> <li>Family HDHP coverage: \$8,300</li> <li>Catch-up contribution (55 or older): \$1,000</li> </ul>	Maximum employee contribution: <ul style="list-style-type: none"> <li>Self-only HDHP coverage: \$4,300</li> <li>Family HDHP coverage: \$8,550</li> <li>Catch-up contribution (55 or older): \$1,000</li> </ul>
Affordable Care Act (ACA)			
Cost Sharing Limits	Maximum out of pocket (plan year):	<ul style="list-style-type: none"> <li>Self-only coverage: \$9,450</li> <li>Family coverage: \$18,900</li> </ul>	Maximum out of pocket (plan year): <ul style="list-style-type: none"> <li>Self-only coverage: \$9,200</li> <li>Family coverage: \$18,400</li> </ul>
Health flexible spending account (HFSA)	Maximum elective contribution (plan year):	\$3,200	\$3,300
	Maximum allowable carryover:	\$640	\$660
Employer shared responsibility (ESR)	§ 4980H(a) penalty:	\$2,970	\$2,900
	§ 4980H(b) penalty:	\$4,460	\$4,350
	Affordability percentage:	8.39%	9.02%
Patient-Centered Outcomes Research Institute (PCORI) fee	Plan year ends between 10/1/23 and 9/30/24:	\$3.22	Plan year ends between 10/1/24 and 9/30/25: \$3.47

Health and Welfare Plans	2024	2025
Miscellaneous		
Excepted benefits health reimbursement arrangement (EBHRA)	\$2,100	\$2,150
Qualified small employer health reimbursement arrangement (QSEHRA)	Employee only: \$6,150	Employee only: \$6,350
	Employee and family: \$12,450	Employee and family: \$12,800
Small employer health credit: average wage phase-out	\$32,400	\$33,300
Qualified transportation fringe benefits (§ 132(f))	Parking: \$315/month	Parking: \$325/month
	Vanpooling/mass transit: \$315/month	Vanpooling/mass transit: \$325/month

Retirement and Savings Plans	2024	2025
<b>Social Security and Medicare tax rates</b>	Social Security: <ul style="list-style-type: none"> <li>• Taxable base wage: \$168,600</li> <li>• Employer contribution rate: 6.2%</li> <li>• Employee contribution rate: 6.2%</li> </ul> Medicare: <ul style="list-style-type: none"> <li>• Taxable wage base: unlimited</li> <li>• Employer contribution rate: 1.45%</li> <li>• Employee contribution rate: 1.45% (plus 0.9% on wages over \$200,000*)</li> </ul> *\$200,000 single or head of household; \$250,000 married filing jointly; \$125,000 married filing separately	Social Security: <ul style="list-style-type: none"> <li>• Taxable base wage: \$176,100</li> <li>• Employer contribution rate: 6.2%</li> <li>• Employee contribution rate: 6.2%</li> </ul> Medicare: <ul style="list-style-type: none"> <li>• Taxable wage base: unlimited</li> <li>• Employer contribution rate: 1.45%</li> <li>• Employee contribution rate: 1.45% (plus 0.9% on wages over \$200,000*)</li> </ul> *\$200,000 single or head of household; \$250,000 married filing jointly; \$125,000 married filing separately
<b>401(k), 403(b), 457, and federal Thrift Savings Plans</b>	Maximum elective contribution: \$23,000 Maximum catch-up contribution (age 50–59): \$7,500	Maximum elective contribution: \$23,500 Maximum catch-up contribution (age 50–59): \$7,500 Maximum catch-up contribution (age 60–63): \$11,250
<b>Individual retirement arrangement (IRA)</b>	Maximum contribution: \$7,000 Maximum catch-up contribution (age 50 or older): \$1,000	Maximum contribution: \$7,000 Maximum catch-up contribution (age 50 or older): \$1,000
<b>Simplified Employee Pension IRA (SEP IRA), individual/solo 401(k) plans</b>	Maximum elective contribution: \$69,000 Annual compensation limit: \$345,000	Maximum elective contribution: \$70,000 Annual compensation limit: \$350,000
<b>Savings Incentive Match Plan for Employees IRA (SIMPLE IRA)</b>	Maximum elective contribution: \$16,000 Maximum catch-up contribution (age 50–59): \$3,500	Maximum elective contribution: \$16,500 Maximum catch-up contribution (age 50–59): \$3,500 Maximum catch-up contribution (age 60–63): \$5,250
<b>Defined benefit plans</b>	Annual benefit limit: \$275,000	Annual benefit limit: \$280,000
<b>Miscellaneous</b>	Highly compensated employee: \$155,000 Key employee: <ul style="list-style-type: none"> <li>• Officer: \$220,000</li> <li>• 1% owner: \$155,000</li> <li>• 5% owner: no minimum</li> </ul>	Highly compensated employee: \$160,000 Key employee: <ul style="list-style-type: none"> <li>• Officer: \$230,000</li> <li>• 1% owner: \$160,000</li> <li>• 5% owner: no minimum</li> </ul>