



**IRS-INDEXED DOLLAR LIMITATIONS**  
for  
**IRS-QUALIFIED EMPLOYEE RETIREMENT BENEFIT PLANS**

Code Section	Subject	For Plan Years Beginning In:		
		2024	2023	2022
	<b><u>ELECTIVE SALARY DEFERRAL LIMITS:</u></b> <i>Maximum elective contributions that an employee can contribute to all plans in which the employee participates during a calendar year.</i>			
402(g)	401k, 403(b), 408(k)	23,000	22,500	20,500
414(v)	Catch-Up *	7,500	7,500	6,500
457(e)	457 Elective Deferrals	23,000	22,500	20,500
408(p)	SIMPLEs	16,000	15,500	14,000
414(v)	SIMPLE Catch-Up *	3,500	3,500	3,000
219(b)	<b><u>IRA CONTRIBUTION LIMITS:</u></b> <i>Maximum contributions an individual can contribute to all IRAs in a calendar year (may be subject to income limitations).</i>			
	Annual Contribution	7,000	6,500	6,000
	Catch-Up *	1,000	1,000	1,000
415(c)	<b><u>MAXIMUM ANNUAL ACCOUNT ADDITION: *</u></b> <i>Maximum contributions to an individual's account during a plan year includes a combination of employee and employer contributions that equal the lesser of 100% of the individual's compensation OR</i>			
	DC \$ Limit	69,000	66,000	61,000
415(b)	<b><u>MAXIMUM ANNUAL BENEFIT:</u></b>			
	DB Limit	275,000	265,000	245,000
414(q)	<b><u>HIGHLY-COMPENSATED EMPLOYEE DEFINITION:</u></b> <i>For testing purposes, an employee that is a greater than 5% owner OR earns more than:</i>			
	Prior Year Compensation	155,000	150,000	135,000
416	<b><u>KEY EMPLOYEE DEFINITION:</u></b> <i>For purpose of top heavy determination, an employee that is a 5% owner OR</i>			
	Officer with Compensation of	220,000	215,000	200,000
	1% Owner with Compensation of	150,000	150,000	150,000
401(a)(17)	<b><u>MAXIMUM ANNUAL COMPENSATION:</u></b> <i>Amount of an individual's compensation that can be taken into account when determining contributions and benefits.</i>			
	Compensation Limit	345,000	330,000	305,000
404(a)	<b><u>MAXIMUM DEDUCTIBLE EMPLOYER CONTRIBUTION:</u></b>			
	Defined Contribution Plan	25%	25%	25%
401(l)	<b><u>SOCIAL SECURITY TAXABLE WAGE BASE:</u></b> <i>For permitted disparity allocation of nonelective contributions as a way of recognizing the Social Security contributions.</i>			
	FICA Base	168,600	160,200	147,000

\* Additional contributions that can only be made by individuals that are at least age 50 by the last day of the calendar year.  
Maximum Annual Account Addition does not include 401(k) Catch-Up.