



2025 COLA Increases

<u>Description</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
DB Annual Benefit	\$280,000	\$275,000	\$265,000	\$245,000	\$230,000	\$230,000	\$225,000	\$220,000	\$215,000
DC Annual Additions	\$70,000	\$69,000	\$66,000	\$61,000	\$58,000	\$57,000	\$56,000	\$55,000	\$54,000
Annual 401(k) Salary Deferrals	\$23,500	\$23,000	\$22,500	\$20,500	\$19,500	\$19,500	\$19,000	\$18,500	\$18,000
Annual 403(b) Salary Deferrals	\$23,500	\$23,000	\$22,500	\$20,500	\$19,500	\$19,500	\$19,000	\$18,500	\$18,000
SIMPLE Deferral	\$16,500	\$16,000	\$15,500	\$14,000	\$13,500	\$13,500	\$13,000	\$12,500	\$12,500
Age 50 catch-up contribution	\$7,500	\$7,500	\$7,500	\$6,500	\$6,500	\$6,500	\$6,000	\$6,000	\$6,000
SIMPLE catch-up contribution	\$3,500	\$3,500	\$3,500	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Highly Compensated Employee	\$160,000	\$155,000	\$150,000	\$135,000	\$130,000	\$130,000	\$125,000	\$120,000	\$120,000
Compensation Ceiling for SEPs, benefits, and deductible contributions	\$350,000	\$345,000	\$330,000	\$305,000	\$290,000	\$285,000	\$280,000	\$275,000	\$270,000
SEP Eligibility	\$750	\$750	\$750	\$650	\$650	\$600	\$600	\$600	\$600
<u>Definition of Key Employee:</u>									
Officers with annual compensation of:	\$230,000	\$220,000	\$215,000	\$200,000	\$185,000	\$185,000	\$180,000	\$175,000	\$175,000
Taxable Wage Base for Integration	\$176,100	\$168,600	\$160,200	\$147,000	\$142,800	\$137,700	\$132,900	\$128,400	\$127,200
Medicare tax	No Limit	No Limit	No Limit	No Limit	No Limit	No Limit	No Limit	No Limit	No Limit

*Under a change made in SECURE 2.0, for plan years beginning January 1, 2025, a higher catch-up contribution limit applies for employees aged 60, 61, 62 and 63. For 2025, this higher catch-up contribution limit is the greater of \$10,000 or 150% of the regular Age 50 Catch-Up contribution limit. This would be \$11,250 in 2025 using the 2024 catch up amount of \$7,500. There is a technical correction pending to revise this amount to be 150% of the 2025 Age 50 Catch-Up contribution.