



RETIREMENT PLANS

Employer Plans

Elective deferrals limit 401(k), 403(b), 457	\$23,500
Catch-up contribution limit age 50+	\$7,500
Catch-up contribution limit ages 60-63	\$11,250
Annual additions limit (DC plans)	\$70,000
Annual compensation limit	\$350,000
Annual benefit limit (DB plans)	\$280,000
HCE Limit Lookback to 2025 / 2024	\$160,000 / \$155,000
Roth catch-up wage threshold	\$145,000
Pension-linked emergency savings acct limit	\$2,500
Key employee determination limit	\$230,000
SEP participation limit	\$750
SEP contribution limit	\$70,000
SIMPLE elective deferral limits *	\$16,500 / \$17,600
SIMPLE catch-up contribution limits age 50+ *	\$3,500 / \$3,850
SIMPLE catch-up contribution limit ages 60-63	\$5,250

* Higher limit applies if ≤ 25 employees or higher employer contributions elected

Individual Retirement Arrangements (IRAs)

IRA/Roth IRA contribution Limit	\$7,000
IRA/Roth IRA catch-up	\$1,000
IRA deduction phaseout (covered person)	
Single or head of household	\$79,000-\$89,000
Married filing jointly	\$126,000-\$146,000
IRA deduction phaseout (covered spouse)	\$236,000-\$246,000
Roth IRA phaseout	
Single	\$150,000-\$165,000
Married filing jointly	\$236,000-\$246,000
Qualified charitable distribution (QCD) limit	\$108,000
Qualified longevity annuity contract (QLAC) limit	\$210,000

Required Minimum Distribution (RMD) Beginning Age

Born on June 30, 1949 or earlier	70½
Born on July 1, 1949 through Dec 31, 1950	72
Born on Jan 1, 1951 through Dec 31, 1959	73
Born on Jan 1, 1960 or later	75

SOCIAL SECURITY

Social Security (OASDI) Wage Base	\$176,100
FICA tax rate—employee	7.65%
SECA tax rate—self-employed	15.30%
Earnings Limits	
Before the year person reaches FRA	\$23,400
In the year the person reaches FRA	\$62,160
Social Security cost-of-living adjustment	2.50%
Quarter of coverage	\$1,810
Maximum benefit: working retiring at FRA	\$4,018
Estimated average monthly benefit	\$1,976
Social Security full retirement age	

Birth Year	Full Retirement Age
1943-54	66
1955	66 & 2 months
1956	66 & 4 months
1957	66 & 6 months
1958	66 & 8 months
1959	66 & 10 months
1960 and later	67

LONG-TERM CARE

LTC per diem limit	\$420
LTC preimum as medical expense limitation	
Ages 40 and under	\$480
Ages 41-50	\$900
Ages 51-60	\$1,800
Ages 61-70	\$4,810
Ages 71 and older	\$6,020

MEDICARE

Part A Monthly Premiums

Fewer than 30 quarters of coverage	\$518
Between 30-39 quarters of coverage	\$285
Attained 40 quarters of coverage	\$0
Part B monthly base premium	\$185

Part B and Part D income related monthly adjustment amount (IRMAA)

If modified adjusted gross income was:		Base premium plus...	
Single	Married (Joint)	Part B	Part D
\$106,000 or less	\$212,000 or less	\$0	\$0
\$106,000-\$133,000	\$212,000-\$266,000	\$74.00	\$13.70
\$133,000-\$167,000	\$266,000-\$334,000	\$185.00	\$35.30
\$167,000-\$200,000	\$334,000-\$400,000	\$295.90	\$57.00
\$200,000-\$500,000	\$400,000-\$750,000	\$406.90	\$78.60
\$500,000 and over	\$750,000 and over	\$443.90	\$85.80
Married (Separate)		Part B	Part D
\$106,000 or less		\$0	\$0
\$106,000-\$394,000		\$406.90	\$78.60
\$394,000 and more		\$443.90	\$85.80

Part A hospital benefits

Deductible (first 60 days)	\$1,676
Copayment days 61-90	\$419/day
Copayment days 91-150 (lifetime reserve)	\$838/day

Part A skilled nursing benefits daily copayment

Days 1-20	\$0
Days 21-100	\$209.50
Over 100 days	All expenses

Part B deductible/coinsurance	\$257 / 20%
Part D national base premium (penalty)	\$36.78 (1%/mo)
Part D (standard) deductible	\$590
Part D 25% coinsurance on next	\$1,410
Part D out-of-pocket maximum	\$2,000

HEALTH SAVINGS ACCOUNTS (HSAs)

High deductible health plan (HDHP) minimum deductible

Single	\$1,650
Family	\$3,300

HDHP annual out-of-pocket limit

Single	\$8,300
Family	\$16,600

HSA Contribution Limit

Single	\$4,300
Family	\$8,550
Catch-up contributions (age 55 or older)	\$1,000

INCOME TAX				
Standard Deduction				
	Married filing jointly			\$30,000
	Single			\$15,000
	Married filing separate			\$15,000
	Head of household			\$22,500
	Additional for blind or age 65 and older (married)			\$1,600
	Additional for blind or age 65 and older (single)			\$2,000
	Kiddie tax exemption			\$1,350
Kiddie tax bracket (at child's rate)			\$1,350-\$2,700	
Kiddie tax bracket (at parent's rate)			Over \$2,700	
Ordinary Income Tax Brackets				
	Tax Rate	Filing Single	Tax Rate	Filing Jointly
	10%	\$0-\$11,925	10%	\$0-\$23,850
	12%	\$11,926-\$48,475	12%	\$23,851-\$96,950
	22%	\$48,476-\$103,350	22%	\$96,951-\$206,700
	24%	\$103,351-\$197,300	24%	\$206,701-\$394,600
	32%	\$197,301-\$250,525	32%	\$394,601-\$501,050
	35%	\$250,526-\$626,350	35%	\$501,051-\$751,600
	37%	over \$626,350	37%	over \$751,600
	Tax Rate	Filing Head of Household	Tax Rate	Filing Separately
	10%	\$0-\$17,000	10%	\$0-\$11,925
	12%	\$17,001-\$64,850	12%	\$11,926-\$48,475
	22%	\$64,851-\$103,350	22%	\$48,476-\$103,350
	24%	\$103,351-\$197,300	24%	\$103,351-\$197,300
	32%	\$197,301-\$250,500	32%	\$197,301-\$250,525
	35%	\$250,501-\$626,350	35%	\$250,526-\$375,800
	37%	over \$626,350	37%	over \$375,800
	Tax Rate	Estates and Trusts		
	10%	\$0-\$3,150		
	24%	\$3,151-\$11,450		
35%	\$11,451-\$15,650			
37%	over \$15,650			
Long-term Capital Gains and Qualified Dividend Tax Rates				
	Filing Status	0%	15%	20%
	Single	\$0-\$48,350	\$48,351-\$533,400	over \$533,400
	Married filing jointly	\$0-\$96,700	\$96,701-\$600,050	over \$600,050
	Head of household	\$0-\$64,750	\$64,751-\$566,700	over \$566,700
	Married filing separately	\$0-\$48,350	\$48,351-\$300,000	over \$300,000
	Estates and trusts	\$0-\$3,250	\$3,251-\$15,900	over \$15,900
Medicare Additional Tax and Net Investment Income Tax Thresholds (Not indexed for inflation)				
	Single or Head of Household			\$200,000
	Married filing jointly			\$250,000
	Married filing separately			\$125,000
Education-related Deductions, Credits, Income Limits, and Exclusions				
Exclusion of EE bond income for education			Phaseout Income Range	
	Single or Head of Household			\$99,500-\$114,500
	Married filing jointly			\$149,250-\$179,250
Coverdell ESA (\$2,000 contribution limit)*			Phaseout Income Range	
	Single			\$95,000-\$110,000
	Married filing jointly			\$190,000-\$220,000
Lifetime learning credit (up to \$2,000)*			Phaseout Income Range	
	Single			\$80,000-\$90,000
	Married filing jointly			\$160,000-\$180,000
American opportunity credit (up to \$2,500)*			Phaseout Income Range	
	Single			\$80,000-\$90,000
	Married filing jointly			\$160,000-\$180,000
Education loan deduction (up to \$2,500)			Phaseout Income Range	
	Single			\$85,000-\$100,000
	Married filing jointly			\$170,000-\$200,000
Employer education assistance limit*			\$5,250	

Other Selected Federal Income Tax Credits and Deductions			
Adoption credit			
Maximum			\$17,280
Phaseout			\$259,190-\$299,190
Child tax credit*			
Dependent under age 17			\$2,000
Other dependents			\$500
Phaseout (\$50 for every \$1,000 in excess)*	Modified AGI threshold		
Single			\$200,000
Married filing jointly			\$400,000
Standard mileage rates			
Business use			\$0.70/mile
Medical use			\$0.21/mile
Charitable use (not indexed)			\$0.14/mile
Additional Medicare Tax (0.9%) / Net Investment Income Tax (3.8%)			
MAGI / earned income for single filers *			\$200,000
MAGI / earned income for married filing jointly *			\$250,000
Alternative Minimum Tax (AMT)			
AMT phaseout thresholds and exemption			
Filing status	Begins	Ends	Exemption
Single	\$626,350	\$978,750	\$88,100
Married filing jointly	\$1,252,700	\$1,800,700	\$137,000
Married filing separately	\$626,350	\$900,350	\$68,500
Trusts and estates	\$102,500	\$225,300	\$30,700
AMT rates			
AMT Threshold: 26% on incomes up to the threshold and 28% on incomes in excess of the threshold		Filing Separately	All Other Taxpayers
		\$119,550	\$239,100

EMPLOYEE BENEFITS	
Health care flexible spending account limit	\$3,300
Health care FSA carryover limit	\$660
Dependent care FSA limit (no carryover)	\$5,000
Qualified transportation fringe benefits	
Commuter highway vehicle/transit pass	\$325/month
Qualified parking	\$325/month

ESTATE AND GIFT TAX	
Annual gift tax exclusion	\$19,000
Super annual exclusion	\$190,000
Estate and gift tax lifetime exemption equivalent	\$13,990,000
Generation skipping tax (GST) exemption	\$13,990,000
Annual GST exclusion	\$19,000
2% interest threshold for Sec. 6166	\$1,900,000
Special-use valuation reduction: up to	\$1,420,000
Maximum estate tax rate	40%

* Not indexed for inflation

