

2025

Benefit basics

Indexed statutory limits

Retirement plans	2024	2025
Maximum recognizable compensation	\$345,000	\$350,000
Highly compensated breakpoint	\$155,000	\$160,000
§415 defined benefit limit	\$275,000	\$280,000
§415 defined contribution limit	\$69,000	\$70,000
Limit on pre-tax elective deferrals:		
• Under age 50	\$23,000	\$23,500
• Age 50 and over	\$30,500	\$31,000
• Age 60 – 63	N/A	\$34,750

Health savings accounts (HSAs)		
Individual HDHP coverage:		
• Maximum annual HSA contribution	\$4,150	\$4,300
• Minimum annual HDHP deductible	\$1,600	\$1,650
• Maximum annual HDHP out-of-pocket expenses	\$8,050	\$8,300
Family HDHP coverage:		
• Maximum annual HSA contribution	\$8,300	\$8,550
• Minimum annual HDHP deductible	\$3,200	\$3,300
• Maximum annual HDHP out-of-pocket expenses	\$16,100	\$16,600
Catch-up contributions*	\$1,000	\$1,000

Health flexible spending accounts (FSAs)		
Salary reduction contribution limit	\$3,200	\$3,300

*These contributions are for individuals age 55 and older, prior to Medicare enrollment.

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Social Security

Income replacement	2024	2025
FICA: <ul style="list-style-type: none">• Wage base• Tax rate	\$168,600 6.2%	\$176,100 6.2%
Primary insurance amount: <ul style="list-style-type: none">• CPI adjustment• Maximum annual benefit at SSRA	3.2% \$45,864	2.5% \$48,216
Annual retirement earnings limit: <ul style="list-style-type: none">• Years before SSRA• Year of SSRA• After SSRA	\$22,320 \$59,520 none	\$23,400 \$62,160 none

Medicare

FICA: <ul style="list-style-type: none">• Wage base• Tax rate¹	no limit 1.45%	no limit 1.45%
Deductibles: <ul style="list-style-type: none">• Part A• Part B• Part D	\$1,632 \$240 \$545	\$1,676 \$257 \$590
Part A coinsurance: <ul style="list-style-type: none">• Days 1 – 60• Days 61 – 90• Lifetime reserve days	\$0 \$408 \$816	\$0 \$419 \$838
Part B coinsurance	20%	20%
Monthly Part B premium ²	\$174.70	\$185.00
Monthly Part D base beneficiary premium ²	\$34.70	\$ 36.78

¹ Higher-income individuals pay additional 0.9% on compensation above certain limits.

² Higher-income individuals pay more. Certain Medicare enrollees who received a kidney transplant can pay a special premium to continue immunosuppressive drugs.