



# Compensation and Benefits Limits

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	2024	2023	2022
<b>401(k)/403(b) Plan Deferral Limit</b>	\$23,000	\$22,500	\$20,500
<b>Catch-Up Contributions (401(k), 403(b) &amp; Governmental 457(b) Plans)</b>	\$7,500	\$7,500	\$6,500
<b>Defined Contribution Dollar Limit</b>	\$69,000	\$66,000	\$61,000
<b>Defined Benefit Dollar Limit</b>	\$275,000	\$265,000	\$245,000
<b>Pay Threshold for Determining Highly Compensated Employee</b>	\$155,000 (for determinations in 2025)	\$150,000 (for determinations in 2024)	\$135,000 (for determinations in 2023)
<b>Annual Compensation Limit</b>	\$345,000	\$330,000	\$305,000
<b>457(b) Plan Deferral Limit</b>	\$23,000	\$22,500	\$20,500
<b>Social Security Taxable Wage Base</b>	\$168,600	\$160,200	\$147,000



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