EGPS
ECONOMIC GROUP
PENSION SERVICES

IRS COLA LIMITS

For retirement plans

COST-OF-LIVING ADJUSTED LIMITS FOR 2026

Limits for IRAs	2026	2025	2024
IRA Contribution Limit	$7,500	$7,000	$7,000
IRA Catch-up Contribution Limit	$1,100	$1,000	$1,000
Limits for SEPs and SIMPLEs			
SEP IRA Annual Contribution Limit	$72,000	$70,000	$69,000
SIMPLE IRA Deferral Limit*	$17,000	$16,500	$16,000
SIMPLE IRA Catch-up Contribution Limit*	$4,000	$3,500	$3,500
SIMPLE IRA Super Catch-up Contribution Limit**	$5,250	$5,250	
Limits for qualified plans and 403(b) plans			
Annual Compensation Cap	$360,000	$350,000	$345,000
Elective Deferral Limit	$24,500	$23,500	$23,000
Catch-up Contribution Limit	$8,000	$7,500	$7,500
Super Catch-up Contribution Limit**	$11,250	$11,250	
DC Plan Annual Contribution Limit	$72,000	$70,000	$69,000
Highly Compensated Employee Threshold***	$160,000	$160,000	$155,000
Key Employee Compensation Threshold for Officers	$235,000	$230,000	$220,000
Roth Catch-Up Compensation Threshold****	TBD	$150,000	
DB Plan Annual Benefit Limit	$290,000	$280,000	$275,000
Other limits			
457 Plan Deferral Limit	$24,500	$23,500	$23,000
Social Security Taxable Wage Base	$184,500	$176,100	$168,600

*Under SECURE 2.0, for 2026, the $17,000 SIMPLE IRA contribution limit and the $4,000 SIMPLE IRA catch-up limit may both be increased by 10% for certain employers.

**Under SECURE 2.0, for 2026, the $8,000 ($4,000 for Simple IRAs) catch-up contribution limit is increased to $11,250 ($5,250 for Simple IRAs) for those who reach ages 60, 61, 62 and 63 during the year. Those turning 64 in 2026, for example, are permitted to use the $8,000 catch-up ($4,000 for Simple IRAs), but not the super catch-up.

***Employees with compensation over this threshold will be highly compensated employees in the following year.

****This means participants who had more than $150,000 in FICA wages in 2025 will be Highly Paid Individuals for 2026 and will therefore be required to make any catch-up contributions as designated Roth contributions for 2026.

Note: The above limits do not reflect all limits in place for 2026. See the IRS website for additional information.