



2026 IRS Limits for Qualified Retirement Plans

The IRS has released the cost-of-living adjustments that provide the dollar limitations for retirement plans in 2026. The following chart highlights some of the key limits. For more details, please check out IRS notice 2025-67 or contact your Retirement Plan Administration Consultant.

For Plan Years Beginning	2026	2025
Compensation Limit	\$360,000	\$350,000
For Plan Years Ending In	2026	2025
Defined Contribution Limit	\$72,000	\$70,000
Deferral Limits	2026	2025
401(k) Deferral	\$24,500	\$23,500
401(k) "Catch-up" Contribution*	\$8,000	\$7,500
SIMPLE Deferral Limit	\$17,000	\$16,500
SIMPLE "Catch-up" Contribution*	\$4,000	\$3,500
401(k) Age 60-63 Super Catch Up Deferrals	\$11,250	\$11,250
ESOP Threshold Balance for lengthening the 5-year installment period	\$1,455,000	\$1,415,000
Amount for lengthening the 5-year ESOP installment period	\$290,000	\$280,000
Highly Compensated Employees (HCE)	2026	2025
Compensation Exceeding	\$160,000	\$160,000
Greater than 5% Owner	-	-
Highly Paid Individuals (HPI)	2026	2025
FICA Wages Exceeding**	TBD	\$150,000

*Applies to Participants who have their 50th Birthday (or older) during the calendar year.

**Under Secure 2.0, participants whose prior-year FICA wages exceed the threshold must have all catch-up contributions treated as Roth contributions. HPI status is determined separately from Highly Compensated Employee (HCE) status.