

# 2025 Dollar Limits: Benefits & Retirement



## Employer-Sponsored Retirement Plans

Maximum Salary Deferral for 401(k)/403(b) Plans	\$23,500
401(k) Catch Up Contribution for Employees age 50+ 401(k) Catch Up Contribution for Employees ages 60-63	\$7,500 \$11,250
Maximum Salary Deferral for SIMPLE Plans	\$16,500
SIMPLE Catch Up Contribution for Employees age 50+ SIMPLE Catch Up Contribution for Employees ages 60-63	\$3,500 \$5,250
Maximum Contribution from all Sources for Profit Sharing and 401(k) Plans (AKA the "Annual Additions Limit") - does not include catch up contribution	Lesser of 100% of employee's compensation or \$70,000
Maximum Compensation Considered for Retirement Plans	\$350,000
Highly Compensated Employee Threshold	\$160,000
Key Employee Threshold (Top Heavy Plans)	\$230,000

## IRAs

IRA Contribution	\$7,000
IRA Catch Up age 50+	\$1,000

## Health Savings Accounts

HSA Contributions	\$4,300 Self-Only \$8,550 Family
HSA Catch Up Contributions age 55+	\$1,000
HDHP Minimum Deductibles	\$1,650 Self-Only \$3,300 Family

## Flexible Spending Accounts

Medical Reimbursement FSA	\$3,300
Dependent Care FSA	\$5,000

# 2025 Dollar Limits: Payroll & Tax

## Payroll

Federal and Kansas Minimum Wage (other states differ)	\$7.25/hour
Social Security Taxable Wage Base	\$176,100
Medicare Taxable Wage Base	Unlimited
Social Security Withholding Percentage	6.2%
Medicare Withholding Percentage up to earnings of \$200,000	1.45%
Medicare Percentage for earnings above \$200,000 (employee only)	2.35%

## Mileage Rates

Business	70¢/mile
Medical	21¢/mile
Moving	21¢/mile
Charitable	14¢/mile

## Other Items of Interest

Gift Tax Exclusion	\$19,000
Roth Contribution Phase Out Ranges:	
Single/Head of Household	\$150,000 - \$165,000
Married Filing Jointly	\$236,000 - \$246,000

## Tax Brackets: Single

10%	\$0 - \$11,925
12%	\$11,926 - \$48,475
22%	\$48,476 - \$103,350
24%	\$103,351 - \$197,300
32%	\$197,301 - \$250,525
35%	\$250,526 - \$626,350
37%	Over \$626,350

## Tax Brackets: Joint

10%	\$0 - \$23,850
12%	\$23,851 - \$96,950
22%	\$96,951 - \$206,700
24%	\$206,701 - \$394,600
32%	\$394,601 - \$501,050
35%	\$501,051 - \$751,600
37%	Over \$751,600

## Standard Deduction

Single/Married Filing Separately	\$15,000
Married Filing Jointly	\$30,000
Head of Household	\$22,500