

2026 Cost of Living Adjustments



John D. Arendshorst



Charles M. Russman



Carolyn M. H. Sullivan



Kristy L. DeVos

The Internal Revenue Service has announced the 2026 cost of living adjustments for employer benefit plan limits. These adjusted amounts may require updates to open enrollment materials, or supplements to open enrollment materials if they have already been published using 2025 or projected numbers. The adjusted amounts generally apply for plan years beginning in 2026, although some apply specifically to the 2026 calendar year.

EMPLOYEE BENEFIT PLANS

Plan Year	2026	2025
401(k), 403(b), 457 deferral limit	\$24,500	\$23,500
Catch-up contribution limit (age 50 or older by end of year)	\$8,000	\$7,500
Catch-up contribution limit (age 60, 61, 62, or 63 by end of year)	\$11,250	\$11,250
Roth catch-up contribution limit	\$150,000 or more in FICA wages in 2025	N/A
Annual compensation limit	\$360,000	\$350,000
Annual benefits payable under defined benefit plans	\$290,000	\$280,000
Annual allocations to accounts in defined contribution plans	\$72,000 (but not more than 100% of compensation)	\$70,000 (but not more than 100% of compensation)
Highly compensated employee	Compensation more than \$160,000 in 2025 plan year	Compensation more than \$155,000 in 2024 plan year

HEALTH SAVINGS ACCOUNTS

Calendar Year	2026	2025
Maximum contribution		
Family	\$8,750	\$8,550
Self	\$4,400	\$4,300
Catch-up contribution limit (age 55 or older by end of plan year)	\$1,000	\$1,000
Minimum deductible		
Family	\$3,400	\$3,300
Self	\$1,700	\$1,650

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HEALTH SAVINGS ACCOUNTS

Maximum out-of-pocket

Family	\$17,000	\$16,600
Self	\$8,500	\$8,300

SOCIAL SECURITY

Calendar Year	2026	2025
Taxable wage base	\$184,500	\$176,100
Maximum earnings without loss of benefits		
Under full retirement age	\$2,040/mo. (\$24,480/yr.)	\$1,950/mo. (\$23,400/yr.)
Year you reach full retirement age	\$5,430/mo. up to mo. of full retirement age (\$65,160/yr.)	\$5,180/mo. up to mo. of full retirement age (\$62,160/yr.)

SOCIAL SECURITY RETIREMENT AGE

Year of Birth	Retirement Age
Prior to 1938	Age 65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943–1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67