2027 Cost of Living Adjustments



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The Internal Revenue Service has announced the 2027 cost of living adjustments to various limits. The adjusted amounts generally apply for plan years beginning in 2027. Some of the adjusted amounts, however, apply to calendar year 2027.

EMPLOYEE BENEFIT PLANS

Plan Year	2027	2026
401(k), 403(b), 457 deferral limit	$25,500	$24,500
Catch-up contribution limit (age 50 or older by end of year)	$8,500	$8,000
Catch-up contribution limit (age 60, 61, 62, or 63 by end of year)	$11,750	$11,250
Roth catch-up contribution limit	More than $155,000 in FICA wages in 2026	$150,000 or more in FICA wages in 2025
Annual compensation limit	$375,000	$360,000
Annual benefits payable under defined benefit plans	$300,000	$290,000
Annual allocations to accounts in defined contribution plans	$75,000 (but not more than 100% of compensation)	$72,000 (but not more than 100% of compensation)
Highly compensated employee	Compensation more than $160,000 in 2026 plan year	Compensation more than $160,000 in 2025 plan year

HEALTH SAVINGS ACCOUNTS

Calendar Year	2027	2026
Maximum contribution		
Family	$9,000	$8,750
Self	$4,500	$4,400
Catch-up contribution limit (age 55 or older by end of plan year)	$1,000	$1,000
Minimum deductible		
Family	$3,500	$3,400
Self	$1,750	$1,700
Maximum out-of-pocket		
Family	$17,400	$17,000
Self	$8,700	$8,500

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SOCIAL SECURITY

Calendar Year	2027	2026
Taxable wage base	$192,300	$184,500
Maximum earnings without loss of benefits		
Under full retirement age	$2,130/mo. ($25,560/yr.)	$2,040/mo. ($24,480/yr.)
Year you reach full retirement age	$5,660/mo. up to mo. of full retirement age ($67,920/yr.)	$5,430/mo. up to mo. of full retirement age ($65,160/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

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