

2026 SOCIAL SECURITY WAGE BASE

The Social Security wage base for computing Social Security tax will increase to **\$184,500** from \$176,100.

2026 RETIREMENT PLAN CONTRIBUTION LIMITS

2026 401(k) and 403(b) Employee Contribution Limit

- The total contribution limit for all 401(k) and 403(b) plans will increase to **\$24,500** from \$23,500 for **those under age 50**.
- The **catch-up contribution** limit for those **age 50+** will increase to **\$8,000** from \$7500.00.
- The super catch-up allows individuals **age 60 - 63** to contribute an **additional \$11,250** to eligible retirement plans, such as 401(k), 403(b) and governmental 457 plans.
- Catch-up contributions are in addition to the standard \$24,500 annual contribution limit for 2026.
- **New:** As of January 1, 2026, federal rules will require that 401(k) **catch-up contributions for individuals age 50 and older** be made on a Roth (after-tax) basis if an employee's prior-year Social Security wages **exceed \$150,000**. Read more [here](#).

2026 401(k)/403(b)/401(a) Total Contribution Limit

- The total of all employee and employer contributions per employee will increase to **\$72,000** from \$70,000 for those **under age 50**.
- For those **age 50+**, the limit will increase to **\$80,000**.

2026 457(b) Employee Contribution Limit

- The contribution limit to a 457(b) plan will increase to **\$24,500** from \$23,500. 457(b)s have unique catch-up contribution rules, so you will need to consult with your plan administrator.
- Employees taking advantage of the special pre-retirement catch-up may be eligible to contribute up to double the standard limit, for a **total of \$49,000**.

2026 Traditional and Roth IRA Contribution Limits

- The 2026 Traditional and ROTH IRA contribution limits will increase to \$7,500 from \$7000 for those under age 50.
- The catch-up contribution limit for those age 50+ will increase to \$1,100 from \$1,000.

2026 SEP-IRA Contribution Limits

- The SEP-IRA contribution limits will increase to \$72,000 from \$70,000.

2026 SIMPLE IRA and SIMPLE 401(k) Contribution Limits

- The contribution limit for SIMPLE IRA and SIMPLE 401(k) plans will increase to **\$17,000** from \$16,500.
- The catch-up contribution limit for those age 50+ will increase to **\$4,000** from \$3500

2026 HEALTH SAVINGS ACCOUNT (HSA) AND FLEXIBLE SAVINGS ACCOUNT (FSA) PLAN CONTRIBUTION LIMITS

2026 HSA Contribution Limits

- For individual coverage, the HSA contribution limit will increase to **\$4,400** from \$4,300.
- Family coverage will increase to **\$8,750** from \$8,550.
- The catch-up limit for those age 55+ will remain at **\$1,000**.

2026 FSA Contribution Limits

- The **Healthcare FSA** contribution limit will increase to \$3,400 from \$3,300.
- The **Dependent Care FSA** limit will increase to \$7,500 from \$5,000.

MISCELLANEOUS ITEMS

2026 Adoption Assistance

- The maximum amount that can be excluded from an employee's gross income for qualified adoption expenses under an employer's adoption assistance program increased to **\$17,670** from \$17,280.

2026 Qualified Transportation Fringe Benefits

- The amount that may be excluded from gross income for employer-provided qualified transportation fringe benefits (transit and parking) increased to **\$340** from \$325.

2026 1099-MISC and 1099-NEC threshold

- The reporting threshold for Form 1099-MISC (miscellaneous) and 1099-NEC (nonemployee compensation), increases to **\$2000** from \$600. (As required by the "One Big Beautiful Bill Act" [OBBBA], signed into law in July 2025).

If you have any questions, please contact your Payroll Representative.