



TruePlanSM

Benefit and Retirement Advisors

Employee Benefit Plan Limits for 2025

Many employee benefits are subject to **annual dollar limits** that are adjusted for inflation by the IRS each year. The following commonly offered employee benefits are subject to these limits:

- High deductible health plans (HDHPs) and health savings accounts (HSAs);
- Health flexible spending accounts (FSAs);
- 401(k) plans; and
- Transportation fringe benefit plans.

The IRS typically announces the dollar limits that will apply for the next calendar year before the beginning of that year. This gives employers time to update their plan designs and make sure their plan administration is consistent with the new limits.

This Compliance Overview includes a chart of the inflation-adjusted limits for 2025. It also includes the 2024 limits for comparison purposes. **Most of these limits will increase for 2025.** Note that there are some benefit limits that are not indexed for inflation, such as the dependent care FSA limit and the catch-up contribution limit for HSAs.

| Limit | 2024 | 2025 | Change |
|--|--|--|-----------------|
| HSA Contribution Limit | | | |
| Self-only | \$4,150 | \$4,300 | Up \$150 |
| Family | \$8,300 | \$8,550 | Up \$250 |
| Catch-up contributions* | \$1,000 | \$1,000 | No change |
| HDHP Minimum Deductible | | | |
| Self-only | \$1,600 | \$1,650 | Up \$50 |
| Family | \$3,200 | \$3,300 | Up \$100 |
| HDHP Out-of-Pocket Maximum | | | |
| Self-only | \$8,050 | \$8,300 | Up \$250 |
| Family | \$16,100 | \$16,600 | Up \$500 |
| Health FSA | | | |
| Limit on employees' pre-tax contributions | \$3,200 | \$3,300 | Up \$100 |
| Carryover limit | \$640 | \$660 | Up \$20 |
| Dependent Care FSA* | | | |
| Tax exclusion | \$5,000 (\$2,500 if married and filing taxes separately) | \$5,000 (\$2,500 if married and filing taxes separately) | No change |
| Transportation Fringe Benefits (Monthly Limits) | | | |
| Transit pass and vanpooling (combined) | \$315 | \$325 | Up \$10 |

| Limit | 2024 | 2025 | Change |
|--------------------------------------|----------|---|--|
| Parking | \$315 | \$325 | Up \$10 |
| 401(k) Contributions | | | |
| Employee elective deferrals | \$23,000 | \$23,500 | Up \$500 |
| Catch-up contributions | \$7,500 | \$7,500 (\$11,250 for employees ages 60-63) | No change (except a higher limit applies for employees ages 60-63 starting in 2025) |
| Limit on total contributions | \$69,000 | \$70,000 | Up \$1,000 |
| Adoptions Assistance Benefits | | | |
| Tax exclusion | \$16,810 | \$17,280 | Up \$470 |

*Limits that are not adjusted for inflation

LINKS AND RESOURCES

- [IRS Revenue Procedure 2024-25](#): 2025 limits for HSAs and HDHPs
- [IRS Notice 2024-80](#): 2025 limits for retirement plans
- [IRS Revenue Procedure 2024-40](#): 2025 limits for health FSAs, adoption assistance and transportation fringe benefits

Provided to you by TruePlan Benefit and Retirement Advisors

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