



IRS Benefits and Compensation Limitations

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Provision	IRC Citation	2025	2024	2023	2022
Limit on 457 Deferrals	§ 457(e)(15)	\$23,500	\$23,000	\$22,500	\$20,500
Catch-up Contribution Limit (for those over 49 years of age) *	§ 414(v)(2)(B)(i)	\$7,500	\$7,500	\$7,500	\$6,500
Benefits Limit – The maximum annual benefit that can be paid to a participant. **, ***	§ 415(b)(1)(A)	\$280,000	\$275,000	\$265,000	\$245,000
Limit on Additional Contributions	§ 415(c)(1)(A)	\$70,000	\$69,000	\$66,000	\$61,000
Limit Used in the Definition of a Highly Compensated Employee	§ 414(q)(1)(B)	\$160,000	\$155,000	\$150,000	\$135,000
Limitation on Compensation – The maximum amount of annual compensation on which retirement contributions may be based (for post 1/1/1996 hires). ****	§ 401(a)(17)	\$350,000	\$345,000	\$330,000	\$305,000
Maximum Amount of Earnings Subject to Social Security	--	\$176,100	\$168,600	\$160,200	\$147,000

- * This is the basic limit. Higher limits may be available to employees close to retirement. Additional information is available at [WDC Catch Up Contributions](#).
- ** This is the basic limit. However, there may be adjustments to the limit for age at retirement, WRS enrollment dates before January 1, 1990 and for certain protective category employees.
- *** Under § 415(b)(1)(B), for certain pre-2025 retirees, the limit is based on multiplying the compensation limit through 2024 by 1.0262.
- **** Does not apply to certain post January 1, 1996 hires who were previously enrolled in the WRS before January 1, 1990.

Note: For fiscal year (FY) employees, the compensation limit can be determined by taking the average of the two applicable CY limits. An estimate for the FY 2025 limit is \$347,500. Please visit the Internal Revenue Service website at www.irs.gov with any questions.