

EMPLOYEE BENEFITS

Annual Benefit Plan Limits (2025-2026)

	2025	2026
Adoption Assistance Plans (Rev. Proc. 2025-32)		
Maximum Excludable Amount	\$17,280	\$17,670
Phase-Out Income Threshold	\$259,190 - \$299,190	\$265,080 - \$305,080
Dependent Care Assistance Plans (One Big Beautiful Bill Act)		
<ul style="list-style-type: none"> Maximum Contribution Unless Married Filing Separately If Married Filing Separately 	<ul style="list-style-type: none"> \$5,000 \$2,500 	<ul style="list-style-type: none"> \$7,500 \$3,750
Educational Assistance Plans (Educational Assistance Program)		
Annual Limit (other than working condition fringe benefits)	\$5,250	\$5,250
Health Flexible Spending Accounts (Rev. Proc. 2025-32)		
Annual Limit on Employee Elective Contributions	\$3,300	\$3,400
Carryover Limit (if applicable)	\$660	\$680
Affordable Care Act (ACA) Provisions		
<ul style="list-style-type: none"> 4980H(a) penalty (failure to offer minimum essential coverage) 4980H(b) penalty (failure to offer affordable, minimum value, minimum essential coverage) 	<ul style="list-style-type: none"> \$2,900 \$4,350 	<ul style="list-style-type: none"> \$3,340 \$5,010
Affordability Percentage (Rev. Proc. 2025-25) - % of Modified Adjusted Gross Household Income	<ul style="list-style-type: none"> 9.02% 	<ul style="list-style-type: none"> 9.96%

DISCLAIMER: Brown & Brown, Inc. and all its affiliates, do not provide legal, regulatory, tax guidance and/or advice. If legal advice, counsel or representation is needed, the services of a legal professional should be sought. The information in this document is intended to provide a general overview of the topics and services contained herein. Brown & Brown, Inc. and all its affiliates make no representation or warranty as to the accuracy or completeness of the document and undertakes no obligation to update or revise the document based upon new information or future changes.

	2025	2026
Affordable Care Act (ACA) Provisions Cont.		
Maximum Out-of-Pocket Limit for Qualified Health Plans HHS Final Rule 06/25/2025		
• Individual	• \$9,200	• \$10,600
• Family	• \$18,400	• \$21,200
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Annual Limits (Rev. Proc. 2025-32)		
• Individual	• \$6,350	• \$6,450
• Family	• \$12,800	• \$13,100
Contribution Limit for Excepted Benefit HRA	• \$2,150	• \$2,200
Health Savings Account/High Deductible Health Plan Limits (Rev. Proc. 2025-19)		
HDHP Minimum Deductible Amount ¹		
• Individual	• \$1,650	• \$1,700
• Family	• \$3,300	• \$3,400
HDHP Maximum Out-of-Pocket Limit		
• Individual	• \$8,300	• \$8,500
• Family	• \$16,600 ²	• \$17,000 ²
HSA Contribution Limit (per Calendar Year)		
• Individual	• \$4,300	• \$4,400
• Family	• \$8,550	• \$8,750
Catch-Up Contribution (Age 55 and older by end of tax year)	\$1,000	\$1,000
Monthly Transportation Plan Limits (Rev. Proc. 2025-32)		
Commuter Highway Vehicle and Transit Pass	\$325	\$340
Qualified Parking	\$325	\$340

¹HDHP minimum deductible and out-of-pocket limit apply to the plan year beginning on or after January 1 each year.

²The maximum out-of-pocket per individual in a family contract may not exceed the individual out-of-pocket limit to comply with ACA individual cost-sharing limits. This applies to 2016 and later plan years.

	2025	2026
Retirement Plans – [Pension, 401(k), 403(b), 457, etc.] (Notice 2025-67)		
Maximum Annual Elective Deferral	\$23,500	\$24,500
Catch-Up Provision Limit (Over age 50)	\$7,500 (\$11,250 for ages 60-63)	\$8,000 (\$11,250 for ages 60-63)
Maximum Annual Contribution Limits (Money Purchase, Profit Sharing, Target Plans)	\$70,000	\$72,000
Maximum Annual Benefit Limit (Defined Benefit Plans)	\$280,000	\$290,000
Maximum Annual Compensation Limit	\$350,000	\$360,000
Compensation Limit for Highly Compensated Employees	\$160,000	\$160,000
Key Employee Compensation Threshold	\$230,000	\$235,000
Social Security Taxable Wage Base	\$176,100	\$184,500
Long-Term Care Insurance Exclusion Limit (Rev. Proc. 2025-32)		
Taxpayer Age (by the close of the tax year):		
• 40 and younger	• \$480	• \$500
• 40-50	• \$900	• \$930
• 50-60	• \$1,800	• \$1,860
• 60-70	• \$4,810	• \$4,960
• Older than 70	• \$6,020	• \$6,200



How Brown & Brown Can Help

Connect with your Brown & Brown service team to learn more about how we can help find solutions to fit your unique needs.



Find Your Solution at [BBrown.com](https://www.BBrown.com)

DISCLAIMER: Brown & Brown, Inc. and all its affiliates, do not provide legal, regulatory, tax guidance and/or advice. If legal advice, counsel or representation is needed, the services of a legal professional should be sought. The information in this document is intended to provide a general overview of the topics and services contained herein. Brown & Brown, Inc. and all its affiliates make no representation or warranty as to the accuracy or completeness of the document and undertakes no obligation to update or revise the document based upon new information or future changes.