



IRS Benefits and Compensation Limitations

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Provision	IRC Citation	2024	2023	2022	2021
Limit on 457 Deferrals	§ 457(e)(15)	\$23,000	\$22,500	\$20,500	\$19,500
Catch-up Contribution Limit (for those over 50 years of age)	§ 414(v)(2)(B)(i)	\$7,500	\$7,500	\$6,500	\$6,500
Benefits Limit – The maximum annual benefit that can be paid to a participant. *, **	§ 415(b)(1)(A)	\$275,000	\$265,000	\$245,000	\$230,000
Limit on Additional Contributions	§ 415(c)(1)(A)	\$69,000	\$66,000	\$61,000	\$58,000
Limit Used in the Definition of a Highly Compensated Employee	§ 414(q)(1)(B)	\$155,000	\$150,000	\$135,000	\$130,000
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)	\$345,000	\$330,000	\$305,000	\$290,000
Maximum Amount of Earnings Subject to Social Security	--	\$168,600	\$160,200	\$147,000	\$142,800

* 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-2024 retirees, the limit is based on multiplying the compensation limit through 2023 by 1.0351.

*** 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 2024 limit is \$337,500. Please visit the Internal Revenue Service website at www.irs.gov with any questions.