

2025

Retirement and tax reference guide

Retirement

IRA and Roth contribution limits

Under Age 50	\$7,000
Age 50 and over	\$8,000

Deductibility of IRA contribution (phaseouts)

Covered by retirement plan	MAGI
Single and HoH ¹	\$79,000 - \$89,000
MFJ ²	\$126,000 - \$146,000
MFS ³	\$0 - \$10,000

Not covered by retirement plan

No Spouse Covered	Unlimited
Spouse Covered	\$236,000 - \$246,000

Roth contribution eligibility

	MAGI
Single and HOH	\$150,000 - \$165,000
MFJ	\$236,000 - \$246,000
MFS	\$0 - \$10,000

SEP contribution

Up to 25% of compensation	Max \$70,000
Compensation requiring a SEP contribution	\$750

SIMPLE elective deferral ⁴

Under 50	\$16,500
Age 50 and over	\$20,000
Ages 60 - 63 only	\$21,750

401(k), 403(b), 457, and SARSEP ⁴

Under 50	\$23,500
Age 50 and over	\$31,000
Ages 60 - 63 only	\$34,750

Defined contribution §415 limit

\$70,000

Defined benefit §415 limit

\$280,000

Highly compensated employee

\$160,000

Compensation limit

\$350,000

Qualifying longevity annuity contract dollar limit

\$210,000

2025 tax brackets

Single

	Marginal tax rate
\$0 - \$11,925	10%
\$11,925 - \$48,475	12%
\$48,475 - \$103,350	22%
\$103,350 - \$197,300	24%
\$197,300 - \$250,525	32%
\$250,525 - \$626,350	35%
\$626,350 or more	37%

Married filing jointly (MFJ)

	Marginal tax rate
\$0 - \$23,850	10%
\$23,850 - \$96,950	12%
\$96,950 - \$206,700	22%
\$206,700 - \$394,600	24%
\$394,600 - \$501,050	32%
\$501,050 - \$751,600	35%
\$751,600 or more	37%

Married filing separately (MFS)

	Marginal tax rate
\$0 - \$11,600	10%
\$11,601 - \$47,150	12%
\$47,151 - \$100,525	22%
\$100,526 - \$191,950	24%
\$191,951 - \$243,725	32%
\$243,726 - \$365,600	35%
\$365,601 or more	37%

Head of household (HOH)

	Marginal tax rate
\$0 - \$17,000	10%
\$17,000 - \$64,850	12%
\$64,850 - \$103,350	22%
\$103,350 - \$197,300	24%
\$197,300 - \$250,500	32%
\$250,500 - \$626,350	35%
\$626,350 or more	37%

Estate and Trust

	Top marginal tax rate
\$15,201+	37%

¹ HOH - Head of household

² MFJ - Married filing jointly

³ MFS - Married filing single

⁴ Starting in 2025, employees aged 60 to 63 years old who participate in one of those work plans have a higher catch-up contribution limit.

Long-term capital gains/ qualified dividend rates

	0%	15%	20%
Single	\$48,350	\$533,400	\$533,401+
Married filing jointly	\$96,700	\$600,050	\$600,051+
Married filing separately	\$48,350	\$300,000	\$300,001+
Head of household	\$64,750	\$566,700	\$566,701+
Estate and Trust	\$3,250	\$15,900	\$15,901+

Social Security schedules

Taxability of Social Security benefits

	50% if over ¹	85% if over ¹
Single	\$25,000	\$34,000
MFJ	\$32,000	\$44,000

¹ Applicable if total of one-half of benefits and all other income is more than listed MAGI amount or if married filing separately and lived with spouse at any time during the year.

Social Security benefit reductions (based on earnings)

Benefit reduced \$1 for every \$2 of earnings above maximum	\$23,400
In the year of full retirement, benefit reduced \$1 for every \$3—applies only to months prior to full retirement age	\$62,160
At full retirement age	No reduction

Maximum compensation subject to FICA taxes

OASDI (Social Security) maximum	\$176,100
HI (Medicare) maximum	No limit

Retirement savings contributions credit (saver's credit)

	Married filing jointly	Head of household	All other filers
10% tax credit	\$79,000	\$59,250	\$39,500
20% tax credit	\$51,000	\$38,250	\$25,500
50% tax credit	\$47,500	\$35,625	\$23,750

Uniform lifetime table

This table is used for calculating lifetime required minimum distributions (RMDs) from qualified retirement plans and traditional IRAs for account holders whose spouse is not more than 10 years younger and the sole primary beneficiary.²

Age	Distribution period	Age	Distribution period
72	27.4	97	7.8
73	26.5	98	7.3
74	25.5	99	6.8
75	24.6	100	6.4
76	23.7	101	6.0
77	22.9	102	5.6
78	22.0	103	5.2
79	21.1	104	4.9
80	20.2	105	4.6
81	19.4	106	4.3
82	18.5	107	4.1
83	17.7	108	3.9
84	16.8	109	3.7
85	16.0	110	3.5
86	15.2	111	3.4
87	14.4	112	3.3
88	13.7	113	3.1
89	12.9	114	3.0
90	12.2	115	2.9
91	11.5	116	2.8
92	10.8	117	2.7
93	10.1	118	2.5
94	9.5	119	2.3
95	8.9	120+	2.0
96	8.4	—	—

² For retirement plans, for 2024 and later years, RMDs are no longer required from designated Roth accounts.

Federal estate, gift and generation skipping transfer tax

Max tax rate	Tax exclusion
40%	\$13.99M

Health savings account

Individual coverage ³	\$4,300
Family coverage ³	\$8,550

³ Persons 55 and older can contribute up to \$1000 extra to their HSA.



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