2026 SIMPLE IRA Changes

Category	2025 Limits	2026 Limits	Notes
Employee Contribution Limit	$16,500	$17,000	The limit for employee elective deferrals increases by $500.
Catch-Up Contribution (Ages 50+)	$3,500	$4,000	The catch-up contribution for those aged 50 or older increases by $500.
Total Limit (Ages 50+)	$20,000	$21,000	The total contribution limit (employee + catch-up) increases to $21,000.
Bonus Contribution for Smaller Employers	$17,600 (Regular deferral) + $3,850 (Catch-up) = $21,450	$18,100 (Regular deferral) + $3,850 (Catch-up) = $21,950	A bonus applies to companies with **25 or fewer employees** (regular employee contribution rises to $18,100 and catch-up remains at $3,850).
Bonus Contribution for Larger Employers	$17,600 (Regular deferral) + $3,850 (Catch-up) = $21,450	$18,100 (Regular deferral) + $3,850 (Catch-up) = $21,950	A bonus applies to companies with **more than 25 employees** only if the employer increases their contribution (matches 4% or contributes 3% of pay).
"Super" Catch-Up Contribution (Ages 60-63)	$5,250 (Catch-up)	$5,250 (Catch-up)	Those aged 60-63 can make a super catch-up contribution of $5,250 in addition to their regular deferrals.

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