

2025 Contribution Limits (Minnesota Public Employers)

403(b) Limits			Combined 403(b) Basic, Age, & Service Limits		
	Employee	Employer ¹		Employee	Employer
Basic Limit	\$23,500 ²	\$11,750			
Age-Based Catch-Ups ³					
• 50-59/64+	\$7,500	\$3,750	Basic + 50-59/64+	\$31,000	\$15,500
• 60-63	\$11,250	\$5,625	Basic + 60-63	\$34,750	\$17,375
15-Year Catch-Up ⁴ (Call Aviben to confirm eligibility)	\$3,000	\$1,500	Basic + 15	\$26,500	\$13,250
			Basic + 15 + 50-59/64+	\$34,000	\$17,000
			Basic + 15 + 60-63	\$37,750	\$18,875
Combined Fed. EE and ER Limit (Sick, Vacation, & Severance) ¹	\$70,000 + Any Employee Age-Based Catch-Up Contributions				

457(b) Limits		Combined 457(b) Basic, Age, & Special Limits	
	Tot. Employee/Employer ^{1,5}		Tot. Employee/Employer
Basic Limit	\$23,500 ²		
Age-Based Catch-Ups			
• 50-59/64+	\$7,500	Basic + 50-59/64+	\$31,000
• 60-63	\$11,250	Basic + 60-63	\$34,750
Special (Pre-Retirement) Catch-Up ⁶	\$23,500	Basic + Special	\$47,000

Pre-2025 403(b)/457(b) Basic Limits					
2006	\$15,000		2013-2014	\$17,500	
2007-2008	\$15,500		2015-2017	\$18,000	2020-2021
2009-2011	\$16,500		2018	\$18,500	2022
2012	\$17,000		2019	\$19,000	2023
					2024

¹ Minn. Stat. § 356.24, subd. 3 provides that if a public employer makes matching contributions, the matching contributions must match employee elective deferral contributions on a dollar-for-dollar basis and are limited to one-half of the federal employee elective deferral limit (except that contributions deducted from an employee's sick leave, vacation leave, or severance pay are not subject to these requirements and are permitted up to the federal limits).

² Limited to the lesser of 100% of compensation and \$23,500.

³ Age is determined as of the end of a calendar year. For example, an employee is eligible for the 50+ catch-up as of January 1 of the year the employee turns 50 and is no longer eligible for the 60-63 catch-up as of January 1 of the year the employee turns 64.

⁴ Requires 15 years of service with the same employer and is subject to a lifetime cap of \$15,000; ineligible if prior deferrals exceed \$5,000 x years of service. An employee eligible for the 15-year catch-up and an age-based catch-up must first use the 15-year catch-up.

⁵ The \$70,000+ combined federal employee and employer limit for 403(b)s is not available for 457(b)s.

⁶ Permitted if an employee is within three years of retirement age and only to the extent that the employee has not maxed out the basic limit in prior taxable years. The special (pre-retirement) catch-up may not be stacked with an age-based catch-up, and MSRS participants must apply for the special catch-up with MSRS.