

2027 Owner Numbers

The limits, thresholds and rates business owners plan around, 2026 next to 2027, each with its source.

OFFICIAL means published by the agency. **FORECAST** means a third-party forecast. The IRS had not published 2027 plan limits as of Oct. 22, 2026. We will update this sheet when it does. The North Carolina 2027 rate below is scheduled, not official.

Owner retirement plans

	2026	2027
401(k) employee deferral	\$24,500	\$25,500 FORECAST
Catch-up, age 50+	\$8,000	\$8,500 FORECAST
Catch-up, ages 60 to 63	\$11,250	\$11,750 FORECAST
Total annual additions, section 415(c)	\$72,000	\$75,000 FORECAST
Compensation that can count	\$360,000	\$375,000 FORECAST
Defined benefit / cash balance, section 415(b)	\$290,000	\$300,000 FORECAST
Highly compensated employee	\$160,000	\$170,000 FORECAST
Prior-year wages forcing Roth catch-ups	\$150,000	\$155,000 FORECAST
IRA contribution (catch-up, age 50+)	\$7,500 (\$1,100)	Not yet released

2026: IRS Notice 2025-67 / IR-2025-111 and the IRS COLA table [1][2]. 2027: Milliman and Marsh final forecasts, Oct. 15, 2026, not IRS figures [3][4].

Payroll, Social Security and health

	2026	2027
Social Security wage base	\$184,500	\$192,300 OFFICIAL
Social Security COLA	2.8%	3.6% OFFICIAL
HSA, self-only / family	\$4,400 / \$8,750	\$4,500 / \$9,000 OFFICIAL
Additional Medicare tax, 0.9% above (single / joint)	\$200,000 / \$250,000	Same (not indexed)

SSA 2027 COLA release, Oct. 14, 2026 [5]. IRS COLA table [2]. HSA: Rev. Proc. 2025-19 and Rev. Proc. 2026-24 [6]. IRS Additional Medicare Tax Q&A [7].

Taxes around a sale

	2026	2027
Top ordinary rate, 37%, joint (single)	Over \$768,700 (\$640,600)	2027 brackets not yet released
Long-term gains, 20%, joint (single)	Over \$613,700 (\$545,500)	2027 brackets not yet released
Net investment income tax, 3.8%, joint (single)	Over \$250,000 (\$200,000)	Same (not indexed)
North Carolina income tax rate	3.99%	3.49% scheduled
QSBS section 1202 cap, stock issued after July 4, 2025	\$15,000,000 per issuer	Indexed after 2026; not yet released
Estate and gift basic exclusion	\$15,000,000	Not yet released
Annual gift exclusion, per recipient	\$19,000	Not yet released

The 3.49 percent rate for 2027, 2028, and 2029 is scheduled under Senate Bill 257 (Session Law 2026-41) and is subject to a revenue trigger that can reduce the rate further.

Rev. Proc. 2025-32 / IR-2025-103 [8]. IRS net investment income tax page [9]. North Carolina Session Law 2026-41, Senate Bill 257 [10]. 26 U.S.C. section 1202 as amended July 4, 2025 [11].

Figures are general reference, not advice for your situation. Plan design, reasonable salary, and sale structure are questions for your CPA, attorney, and plan administrator.

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1. IRS, IR-2025-111 and Notice 2025-67 (Nov. 13, 2025). [irs.gov/pub/irs-drop/n-25-67.pdf](https://www.irs.gov/pub/irs-drop/n-25-67.pdf). 2. IRS, COLA increases for dollar limitations on benefits and contributions. 3. Milliman, 2027 IRS limits, final estimates, Oct. 15, 2026. [milliman.com](https://www.milliman.com). 4. Marsh, Marsh projects 2027 retirement plan limits (updated), Oct. 15, 2026. [merc.com](https://www.mercer.com). 5. SSA, COLA information for 2027, Oct. 14, 2026. [ssa.gov/news/en/cola/](https://www.ssa.gov/news/en/cola/). 6. IRS, Rev. Proc. 2025-19 (2026 HSA) and Rev. Proc. 2026-24 (2027 HSA). 7. IRS, Questions and answers for the Additional Medicare Tax. 8. IRS, Rev. Proc. 2025-32 and IR-2025-103 (Oct. 9, 2025). 9. IRS, Net Investment Income Tax. 10. N.C. General Assembly, Senate Bill 257 / Session Law 2026-41. [ncleg.gov/BillLookUp/2025/S/257](https://www.ncleg.gov/BillLookUp/2025/S/257). 11. 26 U.S.C. section 1202. Securities and advisory services are offered through LPL Financial (LPL), a registered investment advisor and broker-dealer (member FINRA/SIPC). Insurance products are offered through LPL or its licensed affiliates. The LPL Financial registered representative associated with this site may discuss and transact securities business only with residents of the states in which they are properly registered or licensed. No offer may be made or accepted from any resident of any other state. This material is for general information only and is not intended to provide specific advice or recommendations for any individual. Neither LPL Financial nor its representatives provide legal or tax advice; please consult your attorney or tax advisor regarding your specific situation. No strategy assures success or protects against loss. Examples are hypothetical and for illustration only. Certified Financial Planner Board of Standards Center for Financial Planning, Inc. owns and licenses the certification marks CFP® and CERTIFIED FINANCIAL PLANNER® in the United States to Certified Financial Planner Board of Standards, Inc., which authorizes individuals who successfully complete the organization's initial and ongoing certification requirements to use the certification marks. Check the background of this financial professional on FINRA's BrokerCheck.