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CLIENT REFERRAL PROGRAM:

If a client you recommend to us becomes our client, you can receive a 10% discount on annual services for every year they remain a client.



2025 Pension Plan Limits

The Internal Revenue Service and the Social Security Administration have recently announced the 2025 Pension Plan cost-of-living increases. For your convenience and reference, they are listed below, along with the 2024 limits, which are shown for comparison purposes.

	ITEM	2025	2024
1.	Maximum contribution to a 401(k) Plan	\$ 23,500	\$ 23,000
2.	Additional 401(k) Plan Catch-Up Contribution (for participants age 50 and over)	7,500	7,500
3.	Catch-up Limit for Ages 60-63	\$11,250	
4.	Maximum Profit Sharing Plan contribution for a participant*	70,000	69,000
5.	Maximum 401(k) and Profit Sharing Plan contributions for a participant age 50 or older*	77,500	76,500
6.	Maximum Defined Benefit Pension Plan Benefit (Dollar Limit payable at ages 62 to 65)	280,000	275,000
7.	Maximum compensation that can be used for Plan purposes	350,000	345,000
8.	Highly Compensated Employee Compensation Threshold	160,000	155,000
9.	Social Security Taxable Wage Base	\$ 176,100	\$ 168,600

* Please note that the defined benefit contributions are generally higher than the maximum profit sharing and 401(k) amounts shown above. Please contact us if you would like us to provide you with a defined benefit plan design.

As part of the services we provide, we will automatically incorporate any applicable cost-of-living increases when we prepare your 2024 valuation. These changes may increase the contributions to your company's Plans. In addition, they may also help employers increase the contribution for the principals relative to the other plan participants. Do not hesitate to contact us if you would like to change (either increase or decrease) your 2024 contribution or if you have any questions. The earlier we know, the more alternatives that may be available. Let us know what you want.

Part-Time Employees and 401(k) Plans



Significant pension law changes were legislated in December of 2019 by the SECURE Act. One of the important new provisions dealt with allowing Long-time Part-time employees (LTPTE) to participate in the 401(k) plans their employers sponsor. The new law stipulates that the earliest a LTPTE can start participating in the plan sponsor's 401(k) plan is January 1, 2024.

Starting in 2025, employees who have two consecutive years of working 500 to 999 hours for an employer will be allowed to make 401(k) deferrals beginning January 1, 2025. The plan sponsor may elect to exclude these participants from non-discrimination and coverage testing and from top-heavy rules. Alternatively, the plan sponsor may elect to provide matching or non-elective contributions for these LTPTEs, vesting these contributions based on 500 rather than 1,000 hours.

In order to determine if an employee is eligible to make 401(k) contributions in 2025, an employee must work at least 500 hours during 2023 and 2024. An additional requirement is that an employee must have attained age 21 by the end of the two-year period.

We are reminding you of these changes so that you continue to keep track of your employees who work less than 1,000 hours a year. The Data Request package we send every year requires you to complete an employee census, and we always ask you to include every employee who is on the payroll, whether they are part-time or full-time. When you include all the part-time employees on the census, we will be able to keep track of those employees who will be eligible to participate in the 401(k) plan in 2024.

Deadline for Sponsors of Defined Benefit Plans

Just a reminder, for all sponsors of Defined Benefit Plans (this includes Cash Balance Plans), restatements of your plan documents must be prepared and executed by March 31, 2025. For those clients who have not yet authorized Pension Review Services to restate their plans, please do so ASAP.

Important Reminder for 401(k) Plan Sponsors



401(k) Plan Sponsors must give participants the opportunity to change their elections at least once a year. Therefore, you should distribute election forms every December (for calendar-year plans) to all eligible employees, including any newly-eligible part-timers, as described in the above section. Particularly for those employees who decide not to contribute to the Plan, it is important to get back a signed and completed election form showing the non-election choice. Plan Sponsors should keep these election forms on file. In case of a plan audit, not having election forms for a plan with either minimal participation or only owner participation will raise all sorts of red flags.

If a participant elects to make 401(k) contributions, you should coordinate the participant's election with your payroll provider and establish an account with the Trust for the participant's 401(k) contribution deducted from payroll. By non-highly compensated participants contributing more in 401(k), non-discrimination test results will improve, thereby possibly enabling the company to save money in employer contributions.

Coming in January 2025



Just to remind you that we will begin uploading calendar year plan Data Packages to your ShareFile portal in early January. You will receive a notification via email that the package is available. Please open up the Instructions to view your deadlines. The packages for non-Safe Harbor 401(k) Plans need to be returned to us by the end of January so that ADP testing can be done timely.



Thank you for giving us the opportunity to provide services on your behalf. Let us know if you liked how we provided services to you and if you have any suggestions as to how we can improve our services. May 2025 be better than 2024, and may you, your staff, and your family enjoy a happy holiday season and a healthy and prosperous 2025!



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