S. 3333, Emergency Savings Enhancement Act

Section 1. Short Title.
This Act may be cited as the “Emergency Savings Enhancement Act of 2025”.

Section 2. Amendments to Employee Retirement Income Security Act of 1974 (ERISA).
Amends Section 801 of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1193) covering pension-linked emergency savings accounts by:

- Removing the exclusion of a “highly compensated employee” from the definition of an “eligible participant” in subsection (b).
- Increasing the account contribution limit from $2,500 to $5,000 in subsection (d).

Section 3. Amendments to the Internal Revenue Code (I.R.C.).
Reflects the changes made to ERISA under Section 2 of this Act in subsection 402A(e) of the I.R.C. covering pension-linked emergency savings accounts by:

- Removing the exclusion of a “highly compensated employee” from the definition of an “eligible participant” under paragraph (2).
- Increasing the account contribution limit from $2,500 to $5,000 in subparagraph (3)(A)(i).

Section 4. Effective Date.
The amendments made by Sections 2 and 3 of this Act shall apply to taxable years beginning after December 31, 2026.