

# Annual Plan Limits



Each year the U.S. government adjusts the limits for qualified plans and Social Security to reflect cost-of-living adjustments and changes in the law. Many of these limits are based on the "plan year" as defined in the plan document. The elective deferral and catch-up limits are always based on the calendar year.

	<u>2020</u>	<u>2019</u>
Maximum compensation limit	\$285,000	\$280,000
Defined contribution plan maximum contribution	\$57,000	\$56,000
Defined benefit plan maximum contribution	\$230,000	\$225,000
401(k), 403(b) and 457 plan maximum elective deferrals	\$19,500	\$19,000
Catch-up contributions	\$6,500	\$6,000
SIMPLE plan elective deferrals	\$13,500	\$13,000
Catch-up contributions	\$3,000	\$3,000
IRA contributions	\$6,000	\$6,000
Catch-up contributions	\$1,000	\$1,000
Highly Compensated Salary Threshold	\$130,000	\$125,000
Officer Salary Threshold	\$185,000	\$180,000
Social Security Taxable Wage Base	\$137,700	\$132,900