



Consultants, Actuaries and Administrators of Pension
 and Profit Sharing Plans Since 1970

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Qualified Retirement Plan Limits With Cost of Living Adjustments

Effective January 1 of Each Year	2020	2019	2018
Maximum Contribution and Deduction Limits			
Elective Deferral Limit: \$401(k)/403(b)/457	\$19,500	\$19,000	\$18,500
Age 50+ Catch-Up Limit	\$6,500	\$6,000	\$6,000
SIMPLE Plan Deferral Limit	\$13,500	\$13,000	\$12,500
SIMPLE Age 50+ Catch-Up Limit	\$3,000	\$3,000	\$3,000
Annual Compensation Limit* <i>For plan years <u>beginning</u> in indicated year</i>	\$285,000	\$280,000	\$275,000
Defined Contribution 415 Limit on Contributions* <i>For plan / limitation years <u>ending</u> in indicated year</i>	\$57,000	\$56,000	\$55,000
Defined Benefit 415 Limit on Benefits* <i>For plan / limitation years <u>ending</u> in indicated year</i>	\$230,000	\$225,000	\$220,000
Social Security Taxable Wage Base (6.2%) <i>Integration level for plan years <u>beginning</u> in indicated year</i>	\$137,700	\$132,900	\$128,400
Medicare Taxable Wage Base (1.45%)	No cap	No cap	No cap
SEP Compensation Required for Eligibility	\$600	\$600	\$600
Determination of Highly Compensated Employees			
More than 5% Owners regardless of compensation			
Employees Earning in Excess of* <i>Used to determine HCEs for subsequent year</i>	\$130,000	\$125,000	\$120,000
Determination of Key Employees for Top Heavy			
More than 5% Owners regardless of compensation			
More than 1% Owners earning in excess of \$150,000			
Officers Earning in Excess of*	\$185,000	\$180,000	\$175,000

*Plan year limits. All other limits apply on a calendar year basis.