



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

One North Park Drive, Suite 104  
 Hunt Valley, MD 21030-1816  
 410.771.3035  
 fax 410.771.3036  
[pollardpensions.com](http://pollardpensions.com)

## Qualified Retirement Plan Limits With Cost of Living Adjustments

Effective January 1 of Each Year	2021	2020	2019
<b>Maximum Contribution and Deduction Limits</b>			
Elective Deferral Limit: \$401(k)/403(b)/457	\$19,500	\$19,500	\$19,000
Age 50+ Catch-Up Limit	\$6,500	\$6,500	\$6,000
SIMPLE Plan Deferral Limit	\$13,500	\$13,500	\$13,000
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>	\$290,000	\$285,000	\$280,000
Defined Contribution 415 Limit on Contributions* <i>For plan / limitation years <u>ending</u> in indicated year</i>	\$58,000	\$57,000	\$56,000
Defined Benefit 415 Limit on Benefits* <i>For plan / limitation years <u>ending</u> in indicated year</i>	\$230,000	\$230,000	\$225,000
Social Security Taxable Wage Base (6.2%) <i>Integration level for plan years <u>beginning</u> in indicated year</i>	\$142,800	\$137,700	\$132,900
Medicare Taxable Wage Base (1.45%)	No cap	No cap	No cap
SEP Compensation Required for Eligibility	\$650	\$600	\$600
<b>Determination of Highly Compensated Employees</b>			
More than 5% Owners regardless of compensation			
Employees Earning in Excess of* <i>Used to determine HCEs for subsequent year</i>	\$130,000	\$130,000	\$125,000
<b>Determination of Key Employees for Top Heavy</b>			
More than 5% Owners regardless of compensation			
More than 1% Owners earning in excess of \$150,000			
Officers Earning in Excess of*	\$185,000	\$185,000	\$180,000

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