

Retirement Plan Limits for 2020 and Earlier

The IRS has released the 2020 amounts for various plan-related limits.
Independent Actuaries is pleased to provide this summary.

<u>Limit and IRC Section</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Defined Benefit Plan Dollar Limit IRC §415(b)(1)(A)	\$230,000	\$225,000	\$220,000	\$215,000	\$210,000
Defined Contribution Plan Limit IRC §415(c)(1)(A)	\$57,000	\$56,000	\$55,000	\$54,000	\$53,000
401(k)/403(b) Elective Deferral Limit IRC §402(g)(1)	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000
Governments/Tax-Exempts Deferral Limit IRC §457(e)(15)	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000
401(k)/403(b)/457/SARSEP "Catch Up" Limit IRC §414(v)(2)(B)(i)	\$6,500	\$6,000	\$6,000	\$6,000	\$6,000
Annual Compensation Limit IRC §§401(a)(17), 404(l)	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
Highly Compensated Employee (HCE) Limit IRC §414(q)(1)(B) <i>(Compensation exceeding limit will make someone an HCE <u>next</u> year.)</i>	\$130,000	\$125,000	\$120,000	\$120,000	\$120,000
Key Employee Officer Compensation IRC §416(i)(1)(A)(i)	\$185,000	\$180,000	\$175,000	\$175,000	\$170,000
SEP Minimum Compensation IRC §408(k)(2)(C)	\$600	\$600	\$600	\$600	\$600
SEP Compensation IRC §408(k)(3)(C)	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
SIMPLE Employee Contribution Limit IRC §408(p)(2)(E)	\$13,500	\$13,000	\$12,500	\$12,500	\$12,500
SIMPLE "Catch-Up" Deferral Limit IRC §414(v)(2)(B)(ii)	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000

We specialize in actuarial, consulting and administrative services for defined benefit pension plans. Please contact us if you would like information about our services.

Visit our web site, www.independentactuaries.com, to subscribe to our free *Pension Trends* e-newsletter containing information for practitioners and plan sponsors about issues affecting the retirement plan industry and defined benefit plans in particular.