

BenefitsBCLP

IRS RELEASES 2020 ADJUSTED QUALIFIED PLAN LIMITATIONS

Nov 07, 2019

Qualified Plan Limits					
Type of Limitation	2020	2019	2018	2017	2016
Elective Deferrals (401(k), 403(b), 457(b)(2) and 457(c)(1))	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000
Section 414(v) Catch-Up Deferrals to 401(k), 403(b), 457(b), or SARSEP Plans (457(b)(3) and 402(g) provide separate catch-up rules to be considered as appropriate)	\$6,500	\$6,000	\$6,000	\$6,000	\$6,000
SIMPLE Salary Deferral	\$13,500	\$13,000	\$12,500	\$12,500	\$12,500
SIMPLE 401(k) or regular SIMPLE plans, Catch-Up Deferrals	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
415 limit for Defined Benefit Plans	\$230,000	\$225,000	\$220,000	\$215,000	\$210,000
415 limit for Defined Contribution Plans	\$57,000	\$56,000	\$55,000	\$54,000	\$53,000
Annual Compensation Limit	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
Annual Compensation Limit for Grandfathered Participants in Governmental Plans Which Followed 401(a)(17) Limits (With Indexing) on July 1, 1993	\$425,000	\$415,000	\$405,000	\$400,000	\$395,000

Highly Compensated Employee 414(q)(1)(B)	\$130,000	\$125,000	\$120,000	\$120,000	\$120,000
Key employee in top heavy plan (officer)	\$185,000	\$180,000	\$175,000	\$175,000	\$170,000
Tax Credit ESOP Maximum balance	\$1,150,000	\$1,130,000	\$1,105,000	\$1,080,000	\$1,070,000
Amount for Lengthening of 5-Year ESOP Period	\$230,000	\$225,000	\$220,000	\$215,000	\$210,000
Taxable Wage Base	\$137,700	\$132,900	\$128,400	\$127,200	\$118,500
IRAs for individuals 49 and below	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500
IRAs for individuals 50 and above	\$7,000	\$7,000	\$6,500	\$6,500	\$6,500
FICA Tax for employees and employers	7.65%	7.65%	7.65%	7.65%	7.65%
Social Security Tax for employees and employers	6.2%	6.2%	6.2%	6.2%	6.2%
Medicare Tax for employers and employees	1.45%	1.45%	1.45%	1.45%	1.45%
Additional Medicare Tax for single or head of household*	.9% of comp >\$200,000	.9% of comp >\$200,000	.9% of comp >\$200,000	.9% of comp >\$200,000	.9% of comp >\$200,000
Additional Medicare Tax for married filing jointly filing status*	.9% of comp >\$250,000	.9% of comp >\$250,000	.9% of comp >\$250,000	.9% of comp >\$250,000	.9% of comp >\$250,000

*For taxable years beginning after 12/31/12, an employer must withhold Additional Medicare Tax on wages or compensation paid to an employee in excess of \$200,000 in a calendar year for single/head of household filing status (\$250,000 for married filing jointly).

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MEET THE TEAM



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