

# Cost of Living Adjustments



	Code Citation	2020	2019	2018	2017	2016	Notes
Social Security Wage Base	N/A	137,700	132,900	128,400	127,200	118,500	for plan years BEGINNING in the calendar year
Compensation	401(a)(17)	285,000	280,000	275,000	270,000	265,000	for plan years BEGINNING in the calendar year
Annual Additions (D/C)	415(c)	57,000	56,000	55,000	54,000	53,000	for plan years ENDING in the calendar year
Deferrals (401(k), 403(b), 457)	402(g)	19,500	19,000	18,500	18,000	18,000	individual calendar year limit
Catch Up (401(k), 403(b), 457)	414(v)(2)(B)	6,500	6,000	6,000	6,000	6,000	individual calendar year limit
SIMPLE Deferrals	408(p)(2)	13,500	13,000	12,500	12,500	12,500	individual calendar year limit
SIMPLE Catch-Up	414(v)(2)(B)(ii)	3,000	3,000	3,000	3,000	3,000	individual calendar year limit
Highly Compensated	414(q)	130,000	125,000	120,000	120,000	120,000	for the look back year BEGINNING in the calendar year (see below)**
Key Employee (Officer)	416(i)(1)(A)	185,000	180,000	175,000	175,000	170,000	for plan years ENDING in the calendar year
Key Employee (1 % owner)	416(i)(1)(A)	150,000	150,000	150,000	150,000	150,000	for plan years ENDING in the calendar year
Annual Additions (D/B)	415(b)	230,000	225,000	220,000	215,000	210,000	for plan years ENDING in the calendar year
SEP Eligibility Compensation	408(k)(2)(C)	600	600	600	600	600	for plan years BEGINNING in the calendar year
IRA Contribution Limit	219, 408, 408(A)	6,000	6,000	5,500	5,500	5,500	individual calendar year limit
IRA Catch Up	219, 408, 408(A)	1,000	1,000	1,000	1,000	1,000	individual calendar year limit

\*\*Example: For 6/30/17 plan year end, use the participant compensation for the look back year 7/1/15- 6/30/16 to determine HCE status. You will use the 2015 limit of \$120,000 (since the look back year begins in 2015)

Updated 11/20/19