

IRS ANNUAL COST-OF-LIVING ADJUSTMENTS – EMPLOYEE BENEFIT PLAN LIMITATIONS FOR 2020

EFFECTIVE: JANUARY 1, 2020

The IRS has released the 2020 cost-of-living adjustments applicable to the dollar limitations on benefits and contributions of retirement plans and health and welfare benefit plans. We recommend plan sponsors update their systems and formulas to include the limits that have been adjusted.

RETIREMENT PLAN LIMITS	2020	2019	2018	2017
ELECTIVE DEFERRALS				
401(K) CONTRIBUTIONS	\$19,500	\$19,000	\$18,500	\$18,000
403(B) CONTRIBUTIONS	\$19,500	\$19,000	\$18,500	\$18,000
SIMPLE 401(K) CONTRIBUTIONS	\$13,500	\$13,000	\$12,500	\$12,500
SIMPLE IRA CONTRIBUTIONS	\$13,500	\$13,000	\$12,500	\$12,500
SARSEP CONTRIBUTIONS	\$19,500	\$19,000	\$18,500	\$18,000
457 CONTRIBUTIONS	\$19,500	\$19,000	\$18,500	\$18,000
CATCH-UP CONTRIBUTIONS ⁽¹⁾	\$6,500	\$6,000	\$6,000	\$6,000
SEP OR SARSEP PARTICIPATION LIMIT	\$600	\$600	\$600	\$600
ANNUAL ADDITIONS				
DEFINED BENEFIT ANNUAL BENEFIT	\$230,000	\$225,000	\$220,000	\$215,000
DEFINED CONTRIBUTION	\$57,000	\$56,000	\$55,000	\$54,000
ANNUAL COMPENSATION LIMIT	\$285,000	\$280,000	\$275,000	\$270,000
HIGHLY COMPENSATED EMPLOYEE ⁽²⁾	\$130,000	\$125,000	\$120,000	\$120,000
TOP-HEAVY KEY EMPLOYEE ⁽³⁾	\$185,000	\$180,000	\$175,000	\$175,000
FICA TAXABLE WAGE BASE				
SOCIAL SECURITY (TAX RATE 6.2%)	\$137,700	\$132,900	\$128,400	\$127,200
MEDICARE (TAX RATE 1.45%) ⁽⁴⁾	NO LIMIT	NO LIMIT	NO LIMIT	NO LIMIT
HEALTH AND WELFARE BENEFIT PLAN LIMITS	2020	2019	2018	2017
HEALTH CARE	\$2,750	\$2,700	\$2,650	\$2,600
FLEXIBLE SPENDING ACCOUNT				
DEPENDENT CARE ASSISTANCE	\$5,000/ \$2,500	\$5,000/ \$2,500	\$5,000/ \$2,500	\$5,000/ \$2,500
CONTRIBUTION LIMITS FOR HSAS				
SINGLE – CONTRIBUTION TO HSA	\$3,550	\$3,500	\$3,450	\$3,400
FAMILY – CONTRIBUTION TO HSA	\$7,100	\$7,000	\$6,850	\$6,750
CATCH-UP CONTRIBUTION (55+)	\$1,000	\$1,000	\$1,000	\$1,000
LIMITS FOR HSAS COMPATIBLE HDHPS				
SINGLE – MINIMUM DEDUCTIBLE	\$1,400	\$1,350	\$1,350	\$1,300
SINGLE – MAX OUT-OF-POCKET	\$6,900	\$6,750	\$6,650	\$6,550
FAMILY – MINIMUM DEDUCTIBLE	\$2,800	\$2,700	\$2,700	\$2,600
FAMILY – MAX OUT-OF-POCKET	\$13,800	\$13,500	\$13,300	\$13,100

(1) The catch-up contribution limit for SIMPLE 401(k) and SIMPLE IRAs is \$3,000.

(2) An employee with compensation greater than (i) \$130,000 in 2020 will be an HCE in 2021, (ii) \$125,000 in 2019 will be an HCE in 2020, (iii) \$120,000 in 2018 will be an HCE in 2019, and (iv) \$120,000 in 2017 will be an HCE in 2018.

(3) A "key employee" is any employee who, at any time during the plan year, is (i) an officer of the employer having annual compensation greater than \$185,000; (ii) a 5% owner of the employer; or (iii) a 1% owner of the employer having annual compensation from the employer of more than \$150,000.

(4) Employees pay an additional 0.9 percent on wages greater than \$200,000 for individuals (\$250,000 for married couples filing jointly).

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