



gilliam bell moser

CPAs and advisors

Cost of Living Adjustments (COLA)

2018-2020

COLA adjustments are made on a calendar year basis

	2020	2019	2018
401(k) and 403(b) Elective Deferral - 402(g)(1) (calendar year limit per individual)	19,500	19,000	18,500
401(k) and 403(b) Catch-Up Contributions - 414(v)(2)(B)(i)	6,500	6,000	6,000
Defined Contribution Plan Annual Additions Limit - 415(c)(1)(A)	57,000	56,000	55,000
Annual Compensation Limit - 401(a)(17) and 404(l)	285,000	280,000	275,000
Highly Compensated Employee Compensation - 414(q)(1)(B)*	130,000	125,000	120,000
Key Employee Compensation - 416(i)(1)(A)(i)			
1% Owners earning more than:	150,000	150,000	150,000
Officers earning more than:	185,000	180,000	175,000
Social Security Taxable Wage Base (SSTWB)	137,700	132,900	128,400
Defined Benefit Maximum Benefit - 415(b)(1)(A)	230,000	225,000	220,000
IRA-SEP Minimum Annual Compensation - 408(k)(2)(C)	600	600	600
SIMPLE Plan Deferrals - 408(p)(2)(E)	13,500	13,000	12,500
SIMPLE Plan Catch-Up - 414(v)(2)(B)(ii)	3,000	3,000	3,000
IRA Deductible Contributions - 219(b)(5)(A)	6,000	6,000	5,500

* Use compensation amount in effect at the beginning of the prior plan year.

Example: Plan year ends June 30, 2020; the prior plan year ends June 30, 2019. The beginning of the prior plan year is July 1, 2018. To be an HCE in the plan year ending June 30, 2020, the compensation earned during the plan year ended June 30, 2019 must exceed \$120,000, which is the limit in effect as of July 1, 2018.

For more information, contact our retirement plan service team at RPS@gbmcpas.com or 336.227.6283

we hear you

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