



# gilliam bell moser

CPAs and advisors

## Cost of Living Adjustments (COLA)

2020-2022

COLA adjustments are made on a calendar year basis

	2022	2021	2020
401(k) and 403(b) Elective Deferral - 402(g)(1) (calendar year limit per individual)	20,500	19,500	19,500
401(k) and 403(b) Catch-Up Contributions - 414(v)(2)(B)(i)	6,500	6,500	6,500
Defined Contribution Plan Annual Additions Limit - 415(c)(1)(A)	<b>61,000</b>	58,000	57,000
Annual Compensation Limit - 401(a)(17) and 404(l)	<b>305,000</b>	290,000	285,000
Highly Compensated Employee Compensation - 414(q)(1)(B)*	135,000	130,000	130,000
Key Employee Compensation - 416(i)(1)(A)(i)			
1% Owners earning more than:	150,000	150,000	150,000
Officers earning more than:	200,000	185,000	185,000
Social Security Taxable Wage Base (SSTWB)	<b>147,000</b>	142,800	137,700
Defined Benefit Maximum Benefit - 415(b)(1)(A)	245,000	230,000	230,000
IRA-SEP Minimum Annual Compensation - 408(k)(2)(C)	<b>650</b>	650	600
SIMPLE Plan Deferrals - 408(p)(2)(E)	14,000	13,500	13,500
SIMPLE Plan Catch-Up - 414(v)(2)(B)(ii)	3,000	3,000	3,000
IRA Deductible Contributions - 219(b)(5)(A)	6,500	6,000	6,000

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

Example: Plan year ends June 30, 2022; the prior plan year ends June 30, 2021. The beginning of the prior plan year is July 1, 2020. To be an HCE in the plan year ending June 30, 2022, the compensation earned during the plan year ended June 30, 2021 must exceed \$130,000, which is the limit in effect as of July 1, 2020.

For more information, contact our retirement plan service team at [RPS@gbmcpas.com](mailto:RPS@gbmcpas.com) or 336.227.6283

we hear you

[www.gbmcpas.com](http://www.gbmcpas.com)