

Annual Retirement Plan Limits

Retirement Plan Cost of Living Adjustment (COLA) Limits

Type of Limitation	2022	2021	2020	2019
401(k) Plan/403(b) Plan Maximum Elective Deferral	\$20,500	\$19,500	\$19,500	\$19,000
Catch-up Contribution Limit 401(k)/403(b)/457	\$6,500	\$6,500	\$6,500	\$6,000
Defined Contribution Annual Additions Limit	\$61,000	\$58,000	\$57,000	\$56,000
SIMPLE Contribution Limit	\$14,000	\$13,500	\$13,500	\$13,000
SIMPLE Catch-up Contribution Limit	\$3,000	\$3,000	\$3,000	\$3,000
Defined Benefit Annual Additions Limit	\$245,000	\$230,000	\$230,000	\$225,000
IRA Limit	\$6,000	\$6,000	\$6,000	\$6,000
IRA Catch-up	\$1,000	\$1,000	\$1,000	\$1,000
Annual Compensation Limit	\$305,000	\$290,000	\$285,000	\$280,000
Highly Compensated Definition — Compensation Limitation	\$135,000	\$130,000	\$130,000	\$125,000
Social Security Taxable Wage Base	\$147,000	\$142,800	\$137,700	\$132,900
Key Employee Definition	\$200,000	\$185,000	\$185,000	\$180,000

Notes for Off-Calendar Plan Years

- Deferral limits are on a calendar year basis, regardless of plan year.
- Use the Taxable Wage Base in effect at the beginning of the plan year.
- Use the Annual Compensation limit in effect at the beginning of the plan year.
- Use the 415 limit in effect at the end of the plan year.