



# Insights

## IRS Announces Retirement Plan Limitations for 2021

---

October 27, 2020

By: Lisa A. Durham and

On October 26, 2020, the Internal Revenue Service issued **Notice 2020-79** to announce the cost-of-living adjustments applicable to pension and retirement plan dollar limitations for the 2021 tax year – most of which will remain unchanged from 2020. Additionally, the Social Security Administration has determined that the 2021 contribution and benefit base will be \$142,800, up from \$137,700 in 2020. No change in a limitation means that the increase in the cost-of-living index was not sufficient to trigger the applicable statutory cost-of-living adjustment ("COLA").

The following table summarizes many of the retirement plan limitations for the 2020 and 2021 tax years:

Type of Limitation – Internal Revenue Code Section	Amount of Limitation for 2021
Compensation Limit – 401(a)(17), 404(l), 408(k)(3)(C) [SEP], and 408(k)(6)(D)(ii)	\$290,000
Elective Deferral Limit for 401(k)/403(b)/457(b) Plans, SARSEPs – 402(g)(1), 457(e)(15), 408(k)(6)(A)(iv)	\$19,500
Catch-up Contribution Limit for 401(k)/403(b)/Governmental 457(b) Plans, SARSEPs – 414(v)(2)(B)(i)	\$6,500
Highly Compensated Employee Compensation Threshold – 414(q)(1)(B)(i)	\$130,000
Defined Benefit Plan Annual Benefit Limitation – 415(b)(1)(A)	\$230,000
Defined Contribution Plan Annual Addition Limitation - 415(c)(1)(A)	\$58,000
Key Employee Compensation Threshold for Officers – 416(i)(1)(A)(i)	\$185,000
SEP Eligibility Compensation Threshold – 408(k)(2)(C)	\$650



SIMPLE 401(k) Plan and SIMPLE IRA Elective Contribution Limit – 401(k)(11)(B)(i)(I), 408(p)(2)(E)	\$13,500
SIMPLE 401(k) Plan and SIMPLE IRA Catch-up Contribution Limit – 414(v)(2)(B)(ii)	\$3,000
ESOP Maximum Account Balance Subject to 5-year Distribution Period – 409(o)(1)(C)	<b>\$1,165,000</b>
ESOP Incremental Amount for Lengthening 5-year Distribution Period - 409(o)(1)(C)	\$230,000
Compensation Limit for Grandfathered Participants in Certain Governmental Plans – 401(a)(17)	<b>\$430,000</b>

For further information regarding the 2021 retirement plan limitations or to discuss any other retirement or welfare plan matters, please contact any member of our **Employee Benefits and Executive Compensation Practice Group**.