

# 2019 & 2020 Retirement Plan Limits

Annual Limits	2019	2020
Elective Deferrals/ Roth Deferrals	\$19,000	\$19,500
Catch-Up Contribution Limit	\$6,000	\$6,500
Annual Compensation Limit	\$280,000	\$285,000
457 Maximum Deferrals	\$19,000	\$19,500
Annual Employer Deduction Limit - % of eligible payroll	25%	25%

Testing	2019	2020
Annual Defined Contribution Limit	\$56,000	\$57,000
Highly Compensated Employees (Determination)	\$125,000	\$130,000
Key Employees Officer Compensation (Determination)	\$180,000	\$185,000
Key Employees - 1% Owners (Determination)	\$150,000	\$150,000
Key Employees (Determination)	> 5% Owners	> 5% Owners
Highly Compensated Employees (Determination)	> 5% Owners	> 5% Owners

Taxation	2019	2020
Social Security Wage Base	\$132,900	\$137,700
FICA Tax	7.65%	7.65%
Social Security Tax	6.20%	6.20%
Medicare Tax	1.45%	1.45%
FICA Tax for Self-Employed	15.30%	15.30%
Social Security Tax for Self-Employed	12.40%	12.40%
Medicare Tax for Self-Employed	2.90%	2.90%



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