



## 2020 / 2021 Dollar Limitations for Retirement Plans

Account Types		2020 Limit	2021 Limit
IRA	Traditional and Roth IRA contribution limit	\$ 6,000	\$ 6,000
	Catch-up limit for individuals age 50 and older	\$ 1,000	\$ 1,000
Simple IRA	Elective Deferral limit	\$ 13,500	\$ 13,500
	Catch-up limit for individuals age 50 and older	\$ 3,000	\$ 3,000
	Maximum employer match (\$1 for \$1 match on the first 3% of employee compensation deferred)	\$ 13,500	\$ 13,500
	Maximum employer non-elective contribution	\$ 5,700	\$ 5,800
	(2% of employee's compensation, up to \$280k in 2019 and \$285k in 2020) Catch-up deferral is also matched by employer if individual is age 50 +	\$ 3,000	\$ 3,000
SEP IRA	Maximum SEP contribution	\$ 57,000	\$ 58,000
	SEP compensation exclusion	\$ 600	\$ 650
401(k) SARSEP, 403(b) & Governmental 457(b)	Elective Deferral limit	\$ 19,500	\$ 19,500
	Catch-up limit for age 50 and older	\$ 6,500	\$ 6,500
Profit-sharing 401(k) and Money Purchase Pension	Defined contribution limit: 415(c) limit	\$ 57,000	\$ 58,000
	Employee annual compensation limit	\$ 285,000	\$ 290,000
401(k), SARSEP, 403(b) and Governmental 457(b)	Highly compensated employee limit (no requirement for 5% owner)	\$ 130,000	\$ 130,000
Profit-sharing, 401(k) and Money Purchase Pension	Top-heavy plan key employee compensation limit	\$ 185,000	\$ 185,000
Defined Benefit	Maximum annual benefit at retirement	\$ 230,000	\$ 230,000

### Modified Adjusted Gross Income (MAGI) phase-out ranges for traditional IRA deduction when taxpayer is covered by a retirement plan at work

Filing Status	2020 Limit	2021 Limit
Single or head of household	\$65,000 - \$75,000	\$66,000 - \$76,000
Married filing jointly	\$104,000 - \$124,000	\$105,000 - \$125,000
Married filing jointly for non-covered spouse with a spouse who is an active participant	\$196,000 - \$206,000	\$196,000 - \$208,000

### MAGI phase-out ranges for Roth IRA annual contributions

Filing Status	2020	2021
Single or head of household	\$124,000 - \$139,000	\$125,000 - \$140,000
Married filing jointly	\$196,000 - \$206,000	\$198,000 - \$208,000

Social Security	2020	2021
Social security taxable wage base	\$137,700	\$142,800
Maximum earnings for individuals under normal retirement age before Social Security benefits are reduced. (\$1 in benefits will be withheld for every \$2 in earnings above the limit.)	\$18,240 (\$1,520/mo.)	\$18,960 (\$1,580/mo.)
Maximum Social Security benefit at social security full retirement age	\$3,011	\$3,148

### 529 / Gift Tax Exclusion

Filing Status	2020	2021
Single or head of household	\$15,000	\$15,000
Married filing jointly	\$30,000	\$30,000

Health Savings Accounts (HSAs)	2020	2021
Maximum contribution limit	Single	\$3,550
	Family	\$7,100
	Catch (sgr 55 by the end of the year)	\$1,000
Minimum annual deductible for High Deductible Health Plan (HDHP)	Single	\$1,400
	Family	\$2,800
HDHP maximum out of pocket expenses	Single	\$6,900
	Family	\$13,800

Some new limitations will apply to retirement plans and other benefit plans in 2021 as a result of cost-of-living adjustments made by the IRS and the Social Security Administration.