



Client update: 2021 retirement plan limits

The Internal Revenue Service has announced the following inflation-adjusted retirement plan limits for 2021. Many of these limits rose, triggered by an increase in the cost-of-living index. However, the index increase did not trigger all limits to rise, as some have higher statutory thresholds.

	2021 Limit	2020 Limit	2019 Limit	2018 Limit
Annual Elective Deferrals				
401(k) plans 402(g)(1)	\$19,500	\$19,500	\$19,000	\$18,500
Annual Age 50 Catch-Up Contributions				
401(k) plans §414(v)(2)(B)(i)	\$6,500	\$6,500	\$6,000	\$6,000
Qualified Retirement Plans				
Annual compensation limit §401(a)(17)/404(l)	\$290,000	\$285,000	\$280,000	\$275,000
Defined Benefit Plans				
Annual benefit limit §415(b)(1)(A)	\$230,000	\$230,000	\$225,000	\$220,000
Defined Contribution Plans				
Annual contribution limit §415(c)(1)(A)	\$58,000	\$57,000	\$56,000	\$55,000
HCE Definition				
Compensation threshold §414(q)(1)(B)	\$130,000	\$130,000	\$125,000	\$120,000
Top Heavy Plan – Key Employees				
Officer compensation threshold §416(i)(1)(A)(i)	\$185,000	\$185,000	\$180,000	\$175,000
Social Security				
Taxable wage base (OASDI only)	\$142,800	\$137,700	\$132,900	\$128,400
HSA Contribution	\$3,550 (single)	\$3,550 (single)	\$3,500 (single)	\$3,450 (single)
Health Savings Account	\$7,100 (family)	\$7,100 (family)	\$7,000 (family)	\$6,900 (family)
HSA Catch-up Contributions				
(age 55 or older)	\$1,000	\$1,000	\$1,000	\$1,000

Source: Internal Revenue Service

If you have questions or concerns regarding the above, please call or email your Mesirow Retirement Advisory Services relationship manager.

Best regards,
Mesirow Retirement Advisory Services

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