



Retirement Plans - IRS Indexed Limits for 2021

The IRS indexed dollar limits to qualified retirement plans for 2021 are provided in the table below. This update is provided for informational purposes and not intended as legal advice.

Item	IRC Reference	2021 Limit	2020 Limit
401(k) and 403(b) Employee Limit ¹	402(g)(1)	\$19,500	\$19,500
457 Employee Deferral Limit	457(e)(15)	\$19,500	\$19,500
Catch-up Contribution ²	414(v)(2)(B)(i)	\$6,500	\$6,500
Defined Contribution Dollar Limit (age 49 or younger)	415(c)(1)(A)	\$58,000	\$57,000
Defined Benefit Dollar Limit	415(b)(1)(A)	\$230,000	\$230,000
Compensation Limit for calculating contributions ³	401(a)(17); 404(l)	\$290,000	\$285,000
Highly Compensated Employee Income Limit ⁴	414(q)(1)(B)	\$130,000	\$130,000
Key Employee Officer	416(i)(1)(A)(i)	\$185,000	\$185,000
Social Security Taxable Wage Base		\$142,800	\$137,700

Individual Accounts - IRS Indexed Limits for 2021

Item	IRC Reference	2021 Limit	2020 Limit
Limit on employee contributions to 401(k) 403(b), or 457 plan		\$19,500	\$19,500
Limit on age 50+ catchup contributions to 401(k), 403(b), or 457 plan		\$6,500	\$6,500
Traditional & Roth IRA contribution limits		\$6,000	\$6,000
Traditional and Roth IRA age 50+ catchup contribution limit		\$1,000	\$1,000



Individual Accounts – Deductibility Phase Out Limits for 2021

Item	IRC Reference	2021 Limit	2020 Limit
Deductible IRA income limit, Single active participant in workplace retirement plan		\$66,000 ↓ \$76,000	\$65,000 ↓ (Phase Out) \$75,000
Deductible IRA income limit, Married filing jointly Active participant in workplace retirement plan		\$105,000 ↓ \$125,000	\$104,000 ↓ (Phase Out) \$124,000
Deductible IRA income limit, spouse is active participant in workplace retirement plan, or Roth		\$198,000 ↓ \$208,000	\$196,000 ↓ (Phase Out) \$206,000
Roth IRA income limit, single	408A(c)(3)(A)	\$125,000 ↓ \$140,000	\$124,000 ↓ (Phase Out) \$139,000
Roth IRA income limit, married filing jointly	408A(c)(3)(A)	\$198,000 ↓ \$208,000	\$196,000 ↓ (Phase Out) \$206,000
SIMPLE 401(k) or SIMPLE IRA contributions limit		\$13,500	\$13,000
SIMPLE 401(k) or SIMPLE IRA age 50+ catchup contributions limit		\$3,000	\$3,000

1 Employee deferrals to all 401(k) and 403(b) plans must be aggregated for purposes of this limit. A lower limit applies to SIMPLE plans.

2 Available to employees age 50 or older during the calendar year. A lower limit applies to SIMPLE plans

3 All compensation from a single employer must be aggregated for purposes of this limit.

4 For the 2021 plan year, an employee who earns more than \$130,000 in 2020 is a HCE. For the 2022 plan year, an employee who earns more than \$130,000 in 2021 is an HCE.

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