

November 7, 2019

IRS Publishes 2020 Pension Plan Limitations

IRS recently announced the cost-of-living adjustments applicable to certain dollar limitations for employee pension benefit plans for 2020. The resulting dollar limits are as follows:

- The annual benefit limit for defined benefit plans is increased from \$225,000 to \$230,000.
- The annual addition limit for defined contribution plans is increased from \$56,000 to \$57,000.
- The annual limit with respect to the exclusion for elective deferrals to a 401(k), 403(b) or 457(b) plan is increased from \$19,000 to \$19,500.
- The limit on annual contributions to an individual retirement arrangement (IRA) remains unchanged at \$6,000. The dollar limit for an additional catch-up contribution to an IRA for individuals age 50 or older remains unchanged at \$1,000.
- The annual limit on compensation that can be taken into account under a qualified retirement plan is increased from \$280,000 to \$285,000.
- The dollar limit for defining key employees in a top-heavy plan is increased from \$180,000 to \$185,000.
- The dollar amount for determining the maximum account balance in an employee stock ownership plan (ESOP) subject to a five-year distribution period is increased from \$1.105 million to \$1.150 million. The dollar amount used to determine the lengthening of the five-year distribution period is increased from \$225,000 to \$230,000.
- The dollar limit for catch-up contributions for 401(k) plans for individuals age 50 or older is increased from \$6,000 to \$6,500. In addition, the dollar limit under SIMPLE plans and SIMPLE IRAs for catch-up contributions for participants who are age 50 or older remains unchanged at \$3,000.
- The limitation used in the definition of “highly compensated employee” is increased from \$125,000 to \$130,000.

A complete list of applicable pension plan limitations can be found [here](#).

If you have any questions about the cost-of-living adjustments or any other employee benefits or executive compensation matter, please contact a member of Day Pitney’s Employee Benefits and Executive Compensation practice group.

Authors



David P. Doyle

Partner

Parsippany, NJ | (973) 966-8136

ddoyle@daypitney.com



Thomas F. J. O'Mullane

Partner

Parsippany, NJ | (973) 966-8413

tomullane@daypitney.com