

10-Year Pension COLA Summary

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Qualified Plan Limits										
401(k), 457 and 403(b) annual limit	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500
Catch-up for 401(k), 403(b), SARSEP and 457	6,500	6,000	6,000	6,000	6,000	6,000	5,500	5,500	5,500	5,500
Catch-up for SIMPLE	3,000	3,000	3,000	3,000	3,000	3,000	2,500	2,500	2,500	2,500
Catch-up for IRA	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
DB Annual Benefit	230,000	225,000	220,000	215,000	210,000	210,000	210,000	205,000	200,000	195,000
DC Annual Contributions	57,000	56,000	55,000	54,000	53,000	53,000	52,000	51,000	50,000	49,000
Maximum compensation limit	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000	\$245,000
SEP annual compensation floor	600	600	600	600	600	600	550	550	550	550
SIMPLE election deferral limit	13,500	13,000	12,500	12,500	12,500	12,500	12,000	12,000	11,500	11,500
IRA Contribution Limit	6,000	6,000	5,500	5,500	5,500	5,500	5,500	5,500	5,000	5,000
Highly Compensated Employees										
Any employee compensation	\$130,000	\$125,000	\$120,000	\$120,000	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000	\$110,000
Key Employees										
Officer compensation	\$185,000	\$180,000	\$175,000	\$175,000	\$170,000	\$170,000	\$170,000	\$165,000	\$165,000	\$160,000
1% owner	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
Social Security										
Social Security rate	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Combine rate	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Self-employment Tax										
Self-employment rate	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%
Medicare rate	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%
Combine rate	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%
Covered Compensation Limits										
Social Security	\$137,700	\$132,900	\$128,700	\$127,200	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100	\$106,800
Medicare	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit
ESOP Distributions										
Normal Distribution period (years)	5	5	5	5	5	5	5	5	5	5
Threshold account balance IRC 409(o)(1)(c)	\$1,150,000	\$1,130,000	\$1,070,000	\$1,070,000	\$1,070,000	\$1,050,000	\$1,035,000	\$1,015,000	\$985,000	\$985,000
One-year extension threshold IRC 409(o)(1)(c)(ii)	225,000	220,000	215,000	215,000	215,000	210,000	205,000	200,000	195,000	195,000
Maximum additional distribution periods allowable (years)	5	5	5	5	5	5	5	5	5	5