

TREASURY PARTNERS

2021 Defined Benefit / Contribution Plan Dollar Limitations

In accordance with the 2021 Cost of Living Adjustment Index (COLA), the IRS has made adjustments to most dollar limitations for defined contribution and defined benefit plans for the 2021 tax year.

	2020 Limit	2021 Limit
401(k) + 403(b) Employee Deferral Benefit ⁽¹⁾	\$19,500	\$19,500
457 Employee Deferral Limit	\$19,500	\$19,500
Catch Up Contribution ⁽²⁾	\$ 6,500	\$ 6,500
Defined Contribution Dollar Limit	\$57,000	\$58,000
Defined Benefit Dollar Limit	\$230,000	\$230,000
Maximum Compensation Limit ⁽³⁾	\$285,000	\$290,000
Highly Compensated Employee Limit	\$130,000	\$130,000
Key Employee/Officer	\$185,000	\$185,000
Social Security Taxable Wage Base	\$137,700	\$142,800
SIMPLE 401(k) Limit	\$ 13,500	\$ 13,500
SIMPLE 401(k) Catch Up	\$ 3,000	\$ 3,000
Health FSA Max	\$ 2,750	\$ 2,750
Dependent Care FSA Max	\$ 5,000	\$ 5,000
HSA Max Contribution Limit (Single)	\$ 3,550	\$ 3,600
HSA Max Contribution Limit (Family)	\$ 7,100	\$ 7,200

(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, including all members of a control group, must be aggregated for purposes of this limit.

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