

	2019	2018	2017	2016
Compensation	\$280,000	\$275,000	\$270,000	\$265,000
Limits on benefits and contributions:				
Defined contribution plans	\$56,000	\$55,000	\$54,000	\$53,000
Defined benefit plans	\$225,000	\$220,000	\$215,000	\$210,000
401(k), 403(b) and 457 plan elective deferrals	\$19,000	\$18,500	\$18,000	\$18,000
SIMPLE plan elective deferrals	\$13,000	\$12,500	\$12,500	\$12,500
IRA	\$6,000	\$5,500	\$5,500	\$5,500
Catch-up contributions:				
401(k), 403(b) and 457 plans	\$6,000	\$6,000	\$6,000	\$6,000
SIMPLE plans	\$3,000	\$3,000	\$3,000	\$3,000
IRA	\$1,000	\$1,000	\$1,000	\$1,000
“Highly Compensated” definition	\$125,000	\$120,000	\$120,000	\$120,000
“Key Employee” definition:				
Officer	\$180,000	\$175,000	\$175,000	\$170,000
1% owner	\$150,000	\$150,000	\$150,000	\$150,000
Social Security Taxable wage base	\$132,900	\$128,400	\$127,200	\$118,500