

Maximum Benefit and Contribution Limits

Type of Limitation	2009 ¹	2008	2007	2006	2005	2004
401(k) Elective Deferrals	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000*
Defined Benefit Plans*	\$195,000	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000**
Catch-Up Contributions	\$5,500	\$5,000	\$5,000	\$5,000	\$4,000	\$3,000
Defined Contribution Plans	\$49,000	\$46,000	\$45,000	\$44,000	\$42,000	\$41,000
Annual Compensation Limit	\$245,000	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000
457(e)(15), 457(b)(2) and 457(c)(1) Limits (not including catch-ups)	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000*
Section 414(q) Highly Compensated	\$110,000	\$105,000	\$100,000	\$100,000	\$95,000	\$90,000
SIMPLE Retirement Accounts	\$11,500	\$10,500	\$10,500	\$10,000	\$10,000	\$9,000
SEP Coverage	\$550	\$500	\$500	\$450	\$450	\$450
SEP Compensation	\$245,000	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000
Tax Credit ESOP Maximum Balance	\$985,000	\$935,000	\$915,000	\$885,000	\$850,000	\$830,000
Amount for Lengthening of 5-Year ESOP Period	\$195,000	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000
Income Subject to Social Security Tax	\$106,800	\$102,000	\$97,500	\$94,200	\$90,000	\$87,900
FICA Tax for employees and employers	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Social Security Tax for employees and employers	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%
Medicare Tax for employees and employers	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%

¹2009 limits reflect issuance of [IRS News Release IR-2008-118 \(October 16, 2008\)](#).