

**EBRI Databook on Employee Benefits**  
**Chapter 22:**  
**Federal Efforts and Expenditures to Support Retirement Savings Plans**

Data for Tables 22.1 Corporate Deductions for Retirement Plans comes from the Internal Revenue Service's (IRS) *Statistics of Income*. Data for table 22.1 comes from the Historical Tables section, specifically tables 14a and 14b. Table 14a presents data through 1997. Table 14b presents data from 1998 to the present. Two different tables are used because of the change in industrial classification from the Standard Industrial Classification system to the North American Industry Classification System.

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**Table 22.2a**  
**Dollar Limits Under Pension Plans**

*Dollar Limits Under Pension Plans, Selected Years, 1989-1999*

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Defined Contribution Limitation <sup>a</sup>	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$30,000	\$ 30,000	\$ 30,000	\$ 30,000
Defined Benefit Limitation <sup>b</sup>	98,064	102,582	108,963	112,221	115,641	118,800	120,000	120,000	125,000	130,000	130,000
Annual Compensation Limit <sup>c</sup>	d	209,200	222,200	228,860	235,840	150,000	150,000	150,000	160,000	160,000	160,000
Annual Deferral Limit for 401(k) Plans <sup>e</sup>	7,627	7,979	8,475	8,728	8,994	9,240	9,240	9,500	9,500	10,000	10,000
Annual Deferral Limit for 403(b) Plans <sup>f</sup>	g	g	g	g	9,500	g	9,500	g	9,500	10,000	10,000
Annual Deferral Limit for 457 Plans <sup>h</sup>	g	g	g	g	7,500	g	7,500	g	7,500	8,000	8,000
Excess Distribution Limit for Periodic Payments <sup>i</sup>											
Grandfather Amount	122,580	128,228	136,204	140,276	144,551	148,500	150,000	155,000	160,000	160,000	d
Non-Grandfather Amount	g	g	g	g	150,000	g	150,000	g	160,000	160,000	d
Threshold Amounts for Determination of HCEs <sup>j</sup> (Under Old Law) <sup>k</sup>											
Officers Earning More than	g	g	g	g	57,821	g	60,000	g	d	d	d
Employees in Top 20% Earning More than	54,480	56,990	60,535	62,345	64,254	66,000	66,000	66,000	d	d	d
Employees Earning More than	81,720	85,485	90,803	93,518	96,368	99,000	100,000	100,000	d	d	d

(Under new Law) in Lookback Year												
Employees Earning more than	d	d	d	d	d	d	d	d	d	80,000	80,000	80,000
or												
Employees in Top 20% Earning more than	d	d	d	d	d	d	d	d	d	80,000	80,000	80,000
Catch-up Contributions <sup>1</sup>												
For 401(k) plans	h	h	h	h	h	h	h	h	h	h	h	h
For Simple 401(k) & Simple IRAs	h	h	h	h	h	h	h	h	h	h	h	h

Source: U.S. Department of the Treasury, Internal Revenue Service, [COLA Increases Table](#)

<sup>1</sup>IRC code section 415©(1)(A).

<sup>2</sup>IRC code section 415(b)(1)(A).

<sup>3</sup>IRC code section 401(a)(17) and 404(l).

<sup>4</sup>Not applicable

<sup>5</sup>IRC code section 402(g)(1).

<sup>6</sup>IRC code section 401(g)(1).

<sup>7</sup>Data not available.

<sup>8</sup>IRC code section 457(b)(2).

<sup>9</sup>IRC code section 4980A©(1)

<sup>10</sup>Highly compensated employees. IRC code section 414(q)(1)(B).

<sup>11</sup>In 1996, the Small Business Job Protection Act simplified the definition of highly compensated employees.

<sup>12</sup>IRC code section 414(v)(2)(B)(i) and 414 (v)(2)(B)(ii)

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## Table 22.2b Dollar Limits Under Pension Plans

### *Dollar Limits Under Pension Plans, Selected Years, 2000 - 2010*

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Defined Contribution Limitation <sup>a</sup>	\$ 30,000	\$ 35,000	\$ 35,000	\$ 40,000	\$ 41,000	\$ 42,000	\$ 44,000	\$ 45,000	\$ 46,000	\$ 49,000	\$ 49,000
Defined Benefit Limitation <sup>b</sup>	135,000	140,000	160,000	160,000	165,000	170,000	175,000	180,000	185,000	195,000	195,000
Annual Compensation Limit <sup>c</sup>	170,000	170,000	200,000	200,000	205,000	210,000	220,000	225,000	230,000	245,000	245,000
Annual Deferral Limit for 401(k) Plans <sup>d</sup>	10,500	10,500	11,000	12,000	13,000	14,000	15,000	15,500	15,500	16,500	16,500
Annual Deferral Limit for 403(b) Plans <sup>e</sup>	10,500	10,500	11,000	12,000	13,000	14,000	15,000	15,500	15,500	16,500	16,500
Annual Deferral Limit for 457 Plans <sup>f</sup>	8,000	8,500	11,000	12,000	13,000	14,000	15,000	15,500	15,500	16,500	16,500
Excess Distribution Limit for Periodic Payments <sup>g</sup>											
Grandfather Amount	h	h	h	h	h	h	h	h	h	h	h
Non-Grandfather Amount	h	h	h	h	h	h	h	h	h	h	h
Threshold Amounts for Determination of HCEs <sup>i</sup> (Under Old Law) <sup>j</sup>											
Officers Earning More than	h	h	h	h	h	h	h	h	h	h	h
Employees in Top 20% Earning More than	h	h	h	h	h	h	h	h	h	h	h
Employees Earning More than	h	h	h	h	h	h	h	h	h	h	h

(Under new Law) in Lookback Year												
Employees Earning more than	85,000	85,000	90,000	90,000	90,000	95,000	100,000	100,000	105,000	110,000	110,000	
or												
Employees in Top 20% Earning more than	85,000	85,000	90,000	90,000	90,000	95,000	100,000	100,000	105,000	110,000	110,000	
Catch-up Contributions <sup>k</sup>												
For 401(k) plans	h	h	1,000	2,000	3,000	4,000	5,000	5,000	5,000	5,500	5,500	
For Simple 401(k) & Simple IRAs	h	h	1,000	1,000	1,500	2,000	2,500	2,500	2,500	2,500	2,500	

Source: U.S. Department of the Treasury, Internal Revenue Service, "IRS Announces Pension Plan Limitations for 2000-2010," IRS News, 1999-2009.

<http://www.irs.gov/newsroom/content/0,,id=104345,00.html>

<sup>a</sup>IRC code section 415©(1)(A).

<sup>b</sup>IRC code section 415(b)(1)(A).

<sup>c</sup>IRC code section 401(a)(17) and 404(l).

<sup>d</sup>IRC code section 402(g)(1).

<sup>e</sup>IRC code section 401(g)(1).

<sup>f</sup>IRC code section 457(b)(2).

<sup>g</sup>IRC code section 4980A©(1)

<sup>h</sup>Not applicable

<sup>i</sup>Highly compensated employees. IRC code section 414(q)(1)(B).

<sup>j</sup>In 1996, the Small Business Job Protection Act simplified the definition of highly compensated employees.

<sup>k</sup>IRC code section 414(v)(2)(B)(i) and 414 (v)(2)(B)(ii)

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## Table 22.2b Dollar Limits Under Pension Plans

### *Dollar Limits Under Pension Plans, Selected Years, 2011 -*

	2011
Defined Contribution Limitation <sup>a</sup>	\$ 49,000
Defined Benefit Limitation <sup>b</sup>	195,000
Annual Compensation Limit <sup>c</sup>	245,000
Annual Deferral Limit for 401(k) Plans <sup>d</sup>	16,500
Annual Deferral Limit for 403(b) Plans <sup>e</sup>	16,500
Annual Deferral Limit for 457 Plans <sup>f</sup>	16,500
Excess Distribution Limit for Periodic Payments <sup>g</sup>	
Grandfather Amount	h
Non-Grandfather Amount	h
Threshold Amounts for Determination of HCEs <sup>i</sup>	
(Under new Law) in Lookback Year <sup>j</sup>	
Employees Earning more than	110,000
or	
Employees in Top 20% Earning more than	110,000

Catch-up Contributions <sup>k</sup>	
For 401(k) plans	5,500
For Simple 401(k) & Simple IRAs	5,500

Source: U.S. Department of the Treasury, Internal Revenue Service, "IRS Announces Pension Plan Limitations for 2011," IRS News, 2011.

<http://www.irs.gov/newsroom/article/0,,id=229975,00.html>

<sup>a</sup>IRC code section 415©(1)(A).

<sup>b</sup>IRC code section 415(b)(1)(A).

<sup>c</sup>IRC code section 401(a)(17) and 404(l).

<sup>d</sup>IRC code section 402(g)(1).

<sup>e</sup>IRC code section 401(g)(1).

<sup>f</sup>IRC code section 457(b)(2).

<sup>g</sup>IRC code section 4980A©(1)

<sup>h</sup>Not applicable

<sup>i</sup>Highly compensated employees. IRC code section 414(q)(1)(B).

<sup>j</sup>In 1996, the Small Business Job Protection Act simplified the definition of highly compensated employees.

<sup>k</sup>IRC code section 414(v)(2)(B)(i) and 414 (v)(2)(B)(ii)

Data for table 22.3, Private Retirement Plan Regulation, are from the [Budget of the United States](#). The data are in the Appendix document of the Budget.

Data for the following tables are from the [PBGC Annual Report](#):

- Table 22.4 Pension Benefit Guaranty Corporation (PBGC Single-Employer Program)
- Table 22.5 PBGC Claims
- Table 22.6 PBGC Multi-employer Programs