

**2020 PUERTO RICO RETIREMENT PLAN LIMITS
2016 THROUGH 2020**

For plans only qualified in Puerto Rico (PR-Only Plans), and for plans qualified in both Puerto Rico and the U.S. (Dual-Qualified Plans).

	2020	2019	2018	2017	2016
1081.01(D) ELECTIVE DEFERRALS FOR PR-ONLY PLANS	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
1081.01(D) ELECTIVE DEFERRALS FOR DUAL-QUALIFIED PLANS AND FEDERAL GOVERNMENT THRIFT PLANS	\$ 19,500	\$ 19,000	\$ 18,500	\$ 18,000	\$ 18,000
CATCH-UP CONTRIBUTIONS FOR PR-ONLY PLANS AND DUAL-QUALIFIED PLANS	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
CATCH-UP CONTRIBUTIONS FOR FEDERAL GOVERNMENT THRIFT PLANS	\$ 6,500	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
AFTER-TAX CONTRIBUTIONS FOR ALL PLANS	10% of the employee's aggregate compensation during time employee is a plan participant	10% of the employee's aggregate compensation during time employee is a plan participant	10% of the employee's aggregate compensation during time employee is a plan participant	10% of the employee's aggregate compensation during time employee is a plan participant	10% of the employee's aggregate compensation during time employee is a plan participant
ANNUAL LIMITATION ON COMPENSATION FOR ALL PLANS	\$ 285,000	\$ 280,000	\$ 275,000	\$ 270,000	\$ 265,000
ANNUAL BENEFIT LIMITATION ON DB BENEFITS FOR ALL PLANS	\$ 230,000	\$ 225,000	\$ 220,000	\$ 215,000	\$ 210,000
ANNUAL CONTRIBUTION LIMITATION ON DC PLAN CONTRIBUTIONS FOR ALL PLANS	\$ 57,000	\$ 56,000	\$ 55,000	\$ 54,000	\$ 53,000
HIGHLY COMPENSATED EMPLOYEE THRESHOLD FOR ALL PLANS	\$ 130,000 ¹	\$ 125,000 ¹	\$ 120,000 ¹	\$ 120,000 ¹	\$ 120,000

¹The PR Treasury appears to have taken the administrative decision to disregard the change made to the highly compensated employee (HCE) threshold by Puerto Rico Act No. 9-2017. Act 9 amended the PR Code to, among others, modify the definition of HCEs to exclude officers of the participating employer and to modify the HCE threshold to \$150,000 (i.e., fixed and not determined by reference to the dollar limitation under the U.S. Code).