

## PENSION PLAN LIMITS FOR TAX YEAR 2020

The purpose of this circular is to alert employers to the Internal Revenue Service pension plan limits for tax year 2020 and to inform employers of the creditable compensation limit under the Teachers' Retirement Law for California State Teachers' Retirement System (CalSTRS) members and participants who are subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA). CalSTRS is not authorized to give tax advice; accordingly, if you have any questions about these or any other Internal Revenue Code (IRC) sections, please contact your tax advisor or the Internal Revenue Service.

The following limits apply to benefits paid and compensation creditable to the Defined Benefit, the Defined Benefit Supplement and the Cash Balance Benefit programs.

### **Internal Revenue Code Section 401(a)(17) Compensation Limit**

IRC section 401(a)(17) limits creditable compensation that may be counted toward a CalSTRS retirement benefit for all persons who became a CalSTRS Defined Benefit member or Cash Balance Benefit participant on or after July 1, 1996.

The annual compensation limit in effect for July 1, 2019, through June 30, 2020, is \$280,000. The annual compensation limit in effect for July 1, 2020, through June 30, 2021, is \$285,000.

If you have an employee who will earn compensation in excess of this limit *and* the employee became a CalSTRS member or participant on or after July 1, 1996, please contact your CalSTRS employer representative for reporting instructions. Do not remit employer or member contributions to the Defined Benefit, Defined Benefit Supplement or Cash Balance Benefit programs on any compensation that exceeds the limit.

### **Creditable Compensation Limit for CalSTRS 2% at 62 Members and Cash Balance Benefit Participants Subject to the California Public Employees' Pension Reform Act of 2013**

PEPRA limits creditable compensation that may be counted toward a CalSTRS retirement benefit for all CalSTRS Defined Benefit members and Cash Balance Benefit participants subject to the act. All persons first hired on or after January 1, 2013, are subject to PEPRA and are known as CalSTRS 2% at 62 members and Cash Balance Benefit participants subject to PEPRA.

The creditable compensation limit is applicable to compensation creditable to the Defined Benefit, Defined Benefit Supplement and Cash Balance Benefit programs combined and is based on 120% of the 2013 Social Security contribution and benefit base, adjusted annually for changes to the Consumer Price Index for All Urban Consumers: U.S. City Average.

The creditable compensation limit for CalSTRS 2% at 62 members and Cash Balance Benefit participants subject to PEPRA for July 1, 2019, through June 30, 2020, is \$148,423.

If you have an employee who will earn creditable compensation in excess of this limit, please contact your CalSTRS employer representative for reporting instructions. Do not remit employer or member contributions to the Defined Benefit, Defined Benefit Supplement or Cash Balance Benefit programs on any compensation that exceeds the limit.

CalSTRS will publish a separate employer information circular to inform employers of the compensation limits for CalSTRS 2% at 62 members and Cash Balance Benefit participants subject to PEPRA that will be effective July 1, 2020.

### **Internal Revenue Code Section 415(b) Retirement Benefit Limit**

IRC section 415(b) limits the amount of annual retirement benefits that may be received from a tax-qualified pension plan. The annual retirement benefits payable from the CalSTRS Defined Benefit and Cash Balance Benefit programs are subject to the dollar limits imposed by IRC section 415(b).

The limitation on the annual benefit for CalSTRS members or participants, age 65, who participate in the Defined Benefit or Cash Balance Benefit programs is \$195,545 for the 2020 calendar year.

The limit assumes a 2% at 60 benefit formula and is actuarially adjusted for retirement before and after age 65. For example, the 2020 limit for members age 55 with less than 30 years of service is \$116,122; the 2020 limit for members at age 55 with more than 30 years of service is \$118,024; and the 2020 limit for members age 70 is \$199,807.

Any retirement benefits in excess of the limit that are payable to CalSTRS 2% at 60 members and Cash Balance Benefit participants not subject to PEPRA are payable from the Replacement Benefits Program administered by CalSTRS. No action is required by employers to initiate payment of benefits under the Replacement Benefits Program.

Under federal law, if members or participants were paying the Medicare Part A payroll tax when employed, payments from the Replacement Benefits Program will also be subject to the payroll tax deduction. CalSTRS will work with the member regarding any tax deductions under this part. CalSTRS 2% at 62 members and Cash Balance Benefit participants subject to PEPRA are not eligible for the Replacement Benefits Program.

If you have any questions regarding this circular, please contact CalSTRS Employer Services at [EmployerHelp@CalSTRS.com](mailto:EmployerHelp@CalSTRS.com).