



## Optional Retirement Plan (ORP) Compensation and 415 Limits

Hired on or after 7/1/1996

The Optional Retirement Plan (ORP) is a qualified 401(a) defined contribution plan. Two IRS limits apply to this plan. The lower of the two limits applies - see blue columns below.

**415 limit** - Total employee and employer contributions may not exceed the annual limit.

**Compensation limit** - Contributions must stop when earnings reach the annual limit.

Different limits apply to the ASU 403(b) and 457 plans. To learn more, visit [IRS contribution limits](#).

Calendar year	Fiscal year	415 limit	Maximum employee contribution	Compensation limit	Maximum employee contribution
		employee and employer contributions	1/2 of 415 limit	if hired on or after 7/1/96	7% of compensation limit
2016	n/a	\$53,000	\$26,500	\$265,000	\$18,550
2017	n/a	\$54,000	\$27,000	\$270,000	\$18,900
2018	n/a	\$55,000	\$27,500	\$275,000	\$19,250
2019	n/a	\$56,000	\$28,000	\$280,000	\$19,600
2020	n/a	\$57,000	\$28,500	\$285,000	\$19,950
2021	n/a	\$58,000	\$29,000	\$290,000	\$20,300
2022	n/a	\$61,000	\$30,500	\$305,000	\$21,350
2023	n/a	\$66,000	\$33,000	\$330,000	\$23,100
2024	n/a	\$69,000	\$34,500	\$345,000	\$24,150
2025	n/a	\$70,000	\$35,000	\$350,000	\$24,500