

The Optional Retirement Plan (ORP) is a qualified 401(a) defined contribution plan. Two limits apply to this plan. The lower of the two limits applies – see the 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 before 7/1/96	7% of compensation limit
2016	n/a	\$53,000	\$26,500	\$395,000	\$27,650
2017	n/a	\$54,000	\$27,000	\$400,000	\$28,000
2018	n/a	\$55,000	\$27,500	\$405,000	\$28,350
2019	n/a	\$56,000	\$28,000	\$415,000	\$29,050
2020	n/a	\$57,000	\$28,500	\$425,000	\$29,750
2021	n/a	\$58,000	\$29,000	\$430,000	\$30,100
2022	n/a	\$61,000	\$30,500	\$450,000	\$31,500
2023	n/a	\$66,000	\$33,000	\$490,000	\$34,300
2024	n/a	\$69,000	\$34,500	\$505,000	\$35,350
2025	n/a	\$70,000	\$35,000	\$520,000	\$36,400