



**BENEFITS  
ADMINISTRATION**

TO: Faculty and Staff of The Claremont Colleges  
FROM: TCCS Benefits Administration  
DATE: November 9, 2018  
SUBJECT: 2019 Cost-of-Living Adjustments Announced for Retirement Plans

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The Internal Revenue Service (IRS) has announced the 2019 cost-of-living adjustments for retirement plans. The new limits applicable to retirement plans are listed in the table below.

**PLEASE NOTE:**

If you are currently making "15 Years of Service Catch Up Contributions" to the Academic Retirement Plan (ARP), this contribution must be renewed each year. All other ARP contributions, including any "Age 50+ Catch Up Contributions", will carry over into 2019. You can update your ARP contribution rate by completing and returning an ARP Salary Reduction Agreement, or submitting changes through Workday.

| <b>IRS Retirement Plan Limit</b>           | <b>2019</b> | <b>2018</b> |
|--|-------------|-------------|
| Elective Deferrals                         | \$ 19,000   | \$ 18,500   |
| Age 50+ Catch Up Contributions             | \$ 6,000    | \$ 6,000    |
| 15 Years of Service Catch Up Contributions | \$ 3,000    | \$ 3,000    |
| Defined Contribution Limit                 | \$ 56,000   | \$ 55,000   |
| Annual Compensation Limit                  | \$ 280,000  | \$ 275,000  |
| Social Security Taxable Wage Base          | \$ 132,900  | \$ 128,700  |

For more information about the 2019 retirement plan limits and making adjustments to your ARP contributions, please contact Victor Medina, Retirement Analyst, at (909) 607-7641 or by email at [victor.medina@claremont.edu](mailto:victor.medina@claremont.edu)