



Optional Retirement Plan for Higher Education (ORPHE) Internal Revenue Code (IRC) Section 401(a)(17) Contribution Limits for Plan Year 2023

The 2023 plan year Section 401(a)(17) compensation limits for a participant whose employment date is on or after April 9, 1996, is based on the standard limit of \$330,000. For a participant whose employment date is before April 9, 1996, the compensation limit is based on the grandfathered limit of \$490,000.

The following table details the 2023 plan year contribution limits based on when contributions to the ORPHE Plan were earned.

2023 ORPHE Plan Year Payroll Begin and End Dates	Compensation Limit Hire date before 4/9/1996 (Grandfathered)	Compensation Limit Hire date on or after 4/9/1996 (Standard)
July 14, 2023 – July 1, 2024	\$490,000	\$330,000
Contribution Limits		
ORPHE Plan 1 contributions calculated at an <i>Employer contribution rate of 10.4%</i> .	\$50,960	\$34,320
ORPHE Plan 2 contributions calculated at an <i>Employee contribution rate of 5%</i> .	N/A	\$16,500
ORPHE Plan 2 contributions calculated at an <i>Employer contribution rate of 8.5%</i> .	N/A	\$28,050

Need Additional Information?

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