

October 18, 2012

TCRS 2012-02: Selected Pension Plan Limitations for 2013

SELECTED PENSION PLAN LIMITATIONS FOR 2007 – 2013

Benefit Limit	2007	2008	2009, 2010 & 2011	2012	2013
IRC § 415(b)(1)(A) Defined Benefit Dollar Limit for Plan Years Ending in	\$180,000	\$185,000	\$195,000	\$200,000	\$205,000 ¹
IRC § 415(c)(1)(A) Defined Contribution Dollar Limit for Plan Years Ending in	\$45,000	\$46,000	\$49,000	\$50,000	\$51,000 ²
Elective Deferral Limit for 401(k), 403(b) & 457(b) Plans IRC §§ 402(g)(1), 457(e)(15)	\$15,500	\$15,500	\$16,500	\$17,000	\$17,500 ³
Catch-Up Limit for 401(k), 403(b) & 457(b) (gov. only) Plans (age 50+)	\$5,000	\$5,000	\$5,500	\$5,500	\$5,500 ⁴
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC § 408(k)(2)(C)	\$500	\$500	\$550	\$550	\$550
Maximum Compensation Limit for SEPs - IRC § 408(k)(3)(C), 408(k)(6)(D)(ii), Qualified Plans, IRC §§ 401(a)(17), 404(l) Plan Years beginning in	\$225,000	\$230,000	\$245,000	\$250,000	\$255,000 ⁵
Highly Compensated Employee Definitional Limits IRC § 414(q)(1)(B)	\$100,000	\$105,000	\$110,000	\$115,000	\$115,000 ⁶
ESOP Payout Limits IRC § 409(o)(1)(C)(ii)	\$180,000 \$915,000	\$185,000 \$935,000	\$195,000 \$985,000	\$200,000 \$1,015,000	\$205,000 ⁷ \$1,035,000 ⁸
SS Taxable Wage Base	\$97,500	\$102,000	\$106,800	\$110,100	\$113,700
Contribution Limit for SIMPLE IRC § 408(p)(2)(E)	\$10,500	\$10,500	\$11,500	\$11,500	\$12,000 ⁹
Catch-Up Limits for SIMPLE 401(k) Plan (age 50+)	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500 ¹⁰
Key Employee Officer Comp. IRC § 416(i)(1)(A)(i)	\$145,000	\$150,000	\$160,000	\$165,000	\$165,000 ¹¹

Legend:

- ¹ The benefit limit is the lesser of (i) the 2013 dollar limit, or (ii) 100% of the employee's average compensation for his high 3 years.
- ² The benefit limit is the lesser of (i) the 2013 dollar limit, or (ii) 100% of employee compensation. NOTE: 1. The 100% is reduced to 25% for SEPs by the contribution limitations of IRC §402(h)(2)(A), and 2. SIMPLEs are not subject to IRC §415.
- ³ COLA increase, if any, is in \$500 increments.
- ⁴ COLA increase, if any, is in \$500 increments.
- ⁵ COLA increase, if any, is in \$5,000 increments.
- ⁶ For determining HCE's in 2013, use the 2012 Compensation (\$115,000), due to the look-back year rule.
- ⁷ Amount used to determine the lengthening of the 5-year distribution period.
- ⁸ Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- ⁹ COLA increase, if any, is in \$500 increments.
- ¹⁰ COLA increase, if any, is in \$500 increments.
- ¹¹ Compensation for plan year ending on the determination date (last day of the prior plan year).