

2013 Benefit Plan Dollar Limitations

Effective January 1, 2013, the dollar limitations that apply to qualified retirement and other benefit plans are as follows:

Description	2013	2012	2011	2010	2009
401(k)/403(b) deferral maximum	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500
401(k), 403(b), 457 catch-up contribution limit	5,500	5,500	5,500	5,500	5,500
Defined benefit maximum	205,000	200,000	195,000	195,000	195,000
Defined contribution maximum	51,000	50,000	49,000	49,000	49,000
457 deferral maximum	17,500	17,000	16,500	16,500	16,500
Highly compensated employee compensation limit	115,000	115,000	110,000	110,000	110,000
Key employee compensation					
- Officer	165,000	165,000	160,000	160,000	160,000
- 1% owner	150,000	150,000	150,000	150,000	150,000
Compensation cap	255,000	250,000	245,000	245,000	245,000
ESOP 5-year distribution extension					
- Account minimum	1,035,000	1,015,000	985,000	985,000	985,000
- Additional amount for 1 year extension	205,000	200,000	195,000	195,000	195,000
Social Security taxable wage bases					
- Social Security	113,700	110,100	106,800	106,800	106,800
- Medicare	no limit	no limit	no limit	no limit	no limit
Social Security tax rates ⁴					
- Social Security (Employer)	6.20%	6.20%	6.20%	6.20%	6.20%
- Social Security (Employee)	6.20%	4.20%	4.20%	6.20%	6.20%
- Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
- Medicare tax on high earners (Employee) ⁵	0.90%				
- Combined rate (Employer) ⁶	7.65%	7.65%	7.65%	7.65%	7.65%
- Combined rate (Employee) ⁶	7.65%	5.65%	5.65%	7.65%	7.65%
- Self-employed combined rate ⁶	15.30%	13.30%	13.30%	15.30%	15.30%
Transportation plan maximums					
- Parking	245	240	230	230	230
- Transit pass/commuter vehicle	245	240 ⁷	230	230	120/230
Health Savings Accounts					
- Contributions (single/family)	3,250/6,450	3,100/6,250	3,050/6,150	3,050/6,150	3,000/5,950
- Age 55 catch up	1,000	1,000	1,000	1,000	1,000
- HDHP Deductible (single/family)	1,250/2,500	1,200/2,400	1,200/2,400	1,200/2,400	1,150/2,300
- Out-of-Pocket Expenses (single/family)	6,250/12,500	6,050/12,100	5,950/11,900	5,950/11,900	5,800/11,600

2013 IRA Limitations

Effective January 1, 2013, the contribution limits and adjusted gross income ("AGI") phase-out limits for IRAs are as follows:

Description	2013	2012	2011
Traditional IRA			
Deductible contribution maximum	\$5,500	\$5,000	\$5,000
Age 50+	6,500	6,000	6,000
AGI phase-out ¹			
Active participant ²			
- Joint return	95,000-115,000	92,000-112,000	90,000-110,000
- Single taxpayer	59,000-69,000	58,000-68,000	56,000-66,000
Spouse of active participant	178,000-188,000	173,000-183,000	169,000-179,000
Roth IRA			
Nondeductible contribution maximum ³	5,500	5,000	5,000
Age 50+ ³	6,500	6,000	6,000
AGI phase-out ¹			
- Joint return	178,000-188,000	173,000-183,000	169,000-179,000
- Single taxpayer	112,000-127,000	110,000-125,000	107,000-122,000

¹ The maximum IRA deduction for a traditional IRA and maximum contribution to a Roth IRA are reduced proportionately over the phaseout ranges listed below.

² There are no AGI limits for non-active participants.

³ The Roth IRA contribution maximum is reduced by the taxpayer's contributions to other IRAs for the same taxable year.

⁴ The decreased tax rate for employees has not been extended for 2013.

⁵ This is an additional tax that Employers must withhold on wages in excess of \$200,000.

⁶ The combined amount applies up to the Social Security wage base; above that amount, the Medicare tax still applies.

⁷ The American Taxpayer Relief Act increased the amount from \$125 to \$240 retroactively to January 1, 2012.