

October 23, 2014

TCRS 2014-02: Selected Pension Plan Limitations for 2015

**SELECTED PENSION PLAN LIMITATIONS FOR 2009 – 2015**

<b>Benefit Limit</b>	<b>2009, 2010 and 2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
IRC §415(b)(1)(A) Defined Benefit Dollar Limit for Plan Years Ending in	\$195,000	\$200,000	\$205,000	\$210,000	\$210,000 <sup>1</sup>
IRC §415(c)(1)(A) Defined Contribution Dollar Limit for Plan Years Ending in	\$49,000	\$50,000	\$51,000	\$52,000	\$53,000 <sup>2</sup>
Elective Deferral Limit for 401(k), 403(b) and 457(b) Plans IRC §§402(g)(1), 457(e)(15)	\$16,500	\$17,000	\$17,500	\$17,500	\$18,000 <sup>3</sup>
Catch-Up Limit for 401(k), 403(b) and 457(b) (gov. only) Plans (age 50+)	\$5,500	\$5,500	\$5,500	\$5,500	\$6,000 <sup>4</sup>
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC §408(k)(2)(C)	\$550	\$550	\$550	\$550	\$600
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	\$245,000	\$250,000	\$255,000	\$260,000	\$265,000 <sup>5</sup>
Highly Compensated Employee Definitional Limits IRC §414(q)(1)(B)	\$110,000	\$115,000	\$115,000	\$115,000	\$120,000 <sup>6</sup>
ESOP Payout Limits IRC §409(o)(1)(C)(ii)	\$195,000 \$985,000	\$200,000 \$1,015,000	\$205,000 \$1,035,000	\$210,000 \$1,050,000	\$210,000 <sup>7</sup> \$1,070,000 <sup>8</sup>
SS Taxable Wage Base	\$106,800	\$110,100	\$113,700	\$117,000	\$118,500
Contribution Limit for SIMPLE IRC §408(p)(2)(E)	\$11,500	\$11,500	\$12,000	\$12,000	\$12,500 <sup>9</sup>
Catch-Up Limits for SIMPLE 401(k) Plan (age 50+)	\$2,500	\$2,500	\$2,500	\$2,500	\$3,000 <sup>10</sup>
Key Employee Officer Comp. IRC §416(i)(1)(A)(i)	\$160,000	\$165,000	\$165,000	\$170,000	\$170,000 <sup>11</sup>

**Legend:**

- <sup>1</sup> The benefit limit is the lesser of (i) the 2015 dollar limit, or (ii) 100% of the employee's average compensation for his high 3 years.
- <sup>2</sup> The benefit limit is the lesser of (i) the 2015 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.
- <sup>3</sup> COLA increase, if any, is in \$500 increments.
- <sup>4</sup> COLA increase, if any, is in \$500 increments.
- <sup>5</sup> COLA increase, if any, is in \$5,000 increments.
- <sup>6</sup> For determining HCE's in 2015, use the 2014 Compensation (\$115,000), due to the look-back year rule.
- <sup>7</sup> Amount used to determine the lengthening of the 5-year distribution period.
- <sup>8</sup> Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- <sup>9</sup> COLA increase, if any, is in \$500 increments.
- <sup>10</sup> COLA increase, if any, is in \$500 increments.
- <sup>11</sup> Compensation for plan year ending on the determination date (last day of the prior plan year).