



IRS Announces Indexed Limits for 2012

The IRS announced the 2012 indexed dollar limits to qualified retirement plans, Health Savings Accounts and out-of-pocket spending limits for High Deductible Health Plans that must be used in conjunction with HSAs. This update is provided for informational purposes to clients of Burnham Benefits Insurance Services and is not intended as legal advice.

Retirement Plans	2011	2012
401(k) Employee Deferral Limit	\$16,500	\$17,000
Defined Contribution Dollar Limit 415(c)	\$49,000	\$50,000
Annual Compensation Limit 401(a), 404(l)	\$245,000	\$250,000
Age 50+ Catch-up Contribution 401(k), 403(b)	\$5,500	\$5,500
Key Employee Officer (Compensation) 416(i)	\$160,000	\$165,000
Highly Compensated Employee/HCE Income Limit 414(q)	\$110,000	\$115,000
Defined Benefit Plan Dollar Limit 415(b)	\$195,000	\$200,000
Government / Tax Exempt Deferral Limit 457(e)	\$16,500	\$17,000
IRA/Roth IRA Accounts 219(b)	\$5,000	\$5,000
IRA/Roth IRA Age 50+ Catch-up 219(b)	\$1,000	\$1,000
Social Security Taxable Wage Base	\$106,800	\$110,100
High Deductible Health Plans	2011	2012
HDHP Self-only coverage minimum deductible	\$1,200	\$1,200
HDHP Family coverage minimum deductible	\$2,400	\$2,400
HDHP Self-only coverage maximum out-of-pocket	\$5,950	\$6,050
HDHP Family coverage maximum out-of-pocket	\$11,900	\$12,100
HSA Self-only coverage maximum contribution	\$3,050	\$3,100
HSA Family coverage maximum contribution	\$6,150	\$6,250
HSA Age 55+ Catch-Up Contribution	\$1,000	\$1,000

Source: www.irs.gov/

