

IRS Benefits and Compensation Limitations

Provision	IRC Cite	2010	2011	2012
Limit on 457(e)(15) Deferrals	§ 457(e)(15)	\$16,500	\$16,500	\$17,000
Catch-up Contribution Limit (for those over 50 years of age)	§ 414(v)(2)(B)(i)	\$5,500	\$5,500	\$5,500
Benefits Limit – the maximum annual benefit that can be paid to a participant.	§ 415(b)(1)(A)	\$195,000	\$195,000	\$200,000
Limit on Additional Contributions	§ 415(c)(1)(A)	\$49,000	\$49,000	\$50,000
Limit Used in the Definition of a Highly Compensated Employee	§ 414(q)(1)(B)	\$110,000	\$110,000	\$115,000
Limitation on Compensation – The maximum amount of annual compensation on which retirement contributions may be based (for post 1/1/96 hires)*	§ 401(a)(17)	\$245,000	\$245,000	\$250,000
Maximum Amount of Earnings Subject to Social Security	--	\$106,800	106,800	\$110,100

* Does not apply to certain post 1/1/96 hires who were previously enrolled in the WRS