

2006 GOVERNMENT LIMITS FOR RETIREMENT PLANS

	2006	2005	2004	2003	2002	2001	2000
Elective Deferrals (401k & 403b plans)	\$15,000	\$14,000	\$13,000	\$12,000	\$11,000	\$10,500	\$10,500
Annual Benefit Limit	\$175,000	\$170,000	\$165,000	\$160,000	\$160,000	\$140,000	\$135,000
Annual DC Contribution Limit	\$44,000	\$42,000	\$41,000	\$40,000	\$40,000	\$35,000	\$30,000
Annual Compensation Limit	\$220,000	\$210,000	\$205,000	\$200,000	\$200,000	\$170,000	\$170,000
457 Deferral Limit	\$15,000	\$14,000	\$13,000	\$12,000	\$11,000	\$8,500	\$8,000
Highly Compensated Threshold	\$100,000	\$95,000	\$90,000	\$90,000	\$90,000	\$85,000	\$85,000
SIMPLE Contribution Limit	\$10,000	\$10,000	\$9,000	\$8,000	\$7,000	\$6,500	\$6,000
SEP Coverage	\$450	\$450	\$450	\$450	\$450	\$450	\$450
Income Subject to Social Security	\$94,200	\$90,000	\$87,900	\$87,000	\$84,900	\$80,400	\$76,200
Top-Heavy Plan Key Employee Comp	\$140,000	\$135,000	\$130,000	\$130,000	\$130,000	n/a	n/a
Catch-Up Contributions	\$5,000	\$4,000	\$3,000	\$2,000	\$1,000	n/a	n/a
SIMPLE Catch-Up Contributions	\$2,500	\$2,000	\$1,500	\$1,000	\$500	n/a	n/a

The **Elective Deferral Limit** is the maximum contribution that can be made on a pre-tax basis to a 401(k) or 403(b) plan (Internal Revenue Code section 402(g)(1)). Some still refer to this as the \$7,000 limit (its original setting in 1987).

The **457 Deferral Limit** is a similar restriction, applied to certain government plans (457 plans).

The **Annual Benefit Limit** is the maximum annual benefit that can be paid to a participant (IRC section 415). The limit applied is actually the lessor of the dollar limit above or 100% of the participant's average compensation (generally the high three consecutive years of service). The participant compensation level is also subjected to the Annual Compensation Limit noted above.

The **Annual DC Contribution Limit** is the maximum annual contribution amount that can be made to a participant's account (IRC section 415). This limit is actually expressed as the lessor of the dollar limit or 100% of the participant's compensation, applied to the combination of employee contributions, employer contributions and forfeitures allocated to a participant's account. This limit was increased for the first time since its inception last year.

In calculating contribution allocations, a plan cannot consider any employee compensation in excess of the **Annual Compensation Limit** (401(a)(17)). This limit is also imposed in determining the Annual Benefit Limit (above). In calculating certain nondiscrimination tests (such as the Actual Deferral Percentage), all participant compensation is limited to this amount, for purposes of the calculation.

The **Highly Compensated Threshold** (section 414(q)(1)(B)) is the minimum compensation level established to determine highly compensated employees for purposes of nondiscrimination testing.

The **SIMPLE Contribution Limit** is the maximum annual contribution that can be made to a SIMPLE (Savings Incentive Match Plan for Employees) plan. SIMPLE plans are simplified retirement plans for small businesses that allow employees to make elective contributions, while requiring employers to make matching or nonelective contributions.

SEP Coverage Limit is the minimum earnings level for a self-employed individual to qualify for coverage by a Simplified Employee Pension plan (a special individual retirement account to which the employer makes direct tax-deductible contributions).

Catch up Contributions, SIMPLE "Catch up" deferral: Under the Economic Growth and Tax Relief Act of 2001 (EGTRRA), certain individuals aged 50 or over can now make so-called 'catch up' contributions, in addition to the above limits.

EGTRRA also added the **Top-heavy plan key employee compensation limit**.

2006 Social Security Increases

Social Security recipients receive a 4.1% increase in their benefits in January 2006. The increase, which is based on the annual change in the CPI, is more than the increase in 2005. Prior increases have been 2.7%, 1.3%, 2.1%, 2.9%, 2.6%, 2.4%, 3.5%, 2.6%, 1.4%, and 2.1%. The maximum benefit for an individual retiring at age 65 in 2004 is \$2,053 per month (up from \$1,939 last year). The Taxable Wage Base for 2006 is \$94,200; annual increases are indexed to US wage levels. The Medicare Part A deductible for 2006 is \$952 (up from \$912 last year) and the Part B premium is \$88.50 (up from \$78.20 last year).

2006 Federal Income Tax Rates

The following rates are applied to 2006 taxable income.

<u>Rate</u>	<u>Single</u>	<u>Married Joint</u>
10% to	\$ 7,550	\$ 15,100
15% to	30,650	61,300
25% to	74,200	123,700
28% to	154,800	188,450
33% to	336,550	336,550
35% above	336,550	336,550

Dean & Company provides actuarial services, plan design, employee communication, retirement planning for employees, and customized investment education for employer-sponsored retirement plans.

www.retsource.com

deanco@retsourcem.com