



COLA 2015

COST-OF-LIVING ADJUSTMENTS

TRI-AD presents the *Cost-of-Living Adjustments* (COLAs) for 2015. These limits are provided each year by the Internal Revenue Service and become effective **January 1, 2015**.

Maximum Dollar Limitations

Employee Deferral Limits	2015	2014	2013	2012	2011
401(k) Contribution	\$18,000	17,500	17,500	17,000	16,500
403(b) Contribution	\$18,000	17,500	17,500	17,000	16,500
457 Contribution	\$18,000	17,500	17,500	17,000	16,500
SIMPLE 401(k)/IRA	\$12,500	12,000	12,000	11,500	11,500
Employee Catch-Up Limits					
401(k), 403(b), 457	\$6,000	5,500	5,500	5,500	5,500
SIMPLE 401(k)/IRA	\$3,000	2,500	2,500	2,500	2,500
Other Plan Limitations					
Compensation Cap	\$265,000	260,000	255,000	250,000	245,000
Defined Benefit Plan Maximum Benefit	\$210,000	210,000	205,000	200,000	195,000
Defined Contribution Plan Maximum Contribution	\$53,000	52,000	51,000	50,000	49,000
Highly Compensated Employees' Compensation Exceeding	\$120,000	115,000	115,000	115,000	110,000
Key Employee Officer Compensation	\$170,000	170,000	165,000	165,000	160,000
Key Employee 1% Owner	\$150,000	150,000	150,000	150,000	150,000
SEP Participation Coverage Compensation Level	\$600	550	550	550	550
ESOP Threshold for 5 Year Distribution Period	\$1,070,000	1,050,000	1,035,000	1,015,000	985,000
ESOP Incremental Threshold for Extending 5-Year Distribution Period (max 5 additional years)	\$210,000	210,000	205,000	200,000	195,000
Social Security Taxable Wage Bases					
- Social Security	\$118,500	117,000	113,700	110,100	106,800
- Medicare	No Limit	No Limit	No Limit	No Limit	No Limit
Social Security Tax Rates					
	By Percentage				
- Social Security - Employer	6.20	6.20	6.20	6.20	6.20
- Social Security - Employee	6.20	6.20	6.20	4.20	4.20
- Medicare – Employer and Employee	1.45	1.45	1.45	1.45	1.45
- Per Employer/Per Employee Combined Rate	7.65	7.65	7.65	7.65	7.65
Combined Rate	15.30	15.30	15.30	13.30	13.30
Additional Medicare Tax on Wages above \$200,000 – Employee Only	.9*	.9*	.9*	N/A	N/A

*The Affordable Care Act imposes an additional .9% Medicare tax on wages above \$200,000 (\$250,000 for married couples filing jointly, \$125,000 for married couples filing separately and \$200,000 for other filers). Employers are required to withhold the additional .9% Medicare tax (a total of 2.35%) on wages above \$200,000 regardless of the employee's tax filing status. Employers do not match this additional tax.

For more information, please [contact us](#) through our website or call (800) 733-7555.

www.tri-ad.com

