



## CHANGES IN IRA & 401(K)s for 2012

*A recap of contribution limit and phase-out adjustments.*

*The IRS has announced cost-of-living adjustments to IRAs and employer-sponsored retirement plans for 2012, so here is what you need to know about the newly altered contribution limits and phase-outs for these plans.*

**401(k) & IRA yearly contribution limits.** *In 2012, these are the annual contribution limits for some popular retirement savings vehicles:*

- ◆ *401(k)s, 403(b)s, most 457 plans, Thrift Savings Plan (TSP) - \$17,000 with an additional \$5,500 catch-up contribution allowed for those 50 or older. (2012 COLA: \$500.)*
- ◆ *Traditional & Roth IRAs - \$5,000 with an additional \$1,000 catch-up contribution allowed for those 50 or older. (No 2012 COLA.)*
- ◆ *Simple IRAs - \$11,500 with an additional \$2,500 catch-up contribution allowed for those 50 or older. (No 2012 COLA.)*
- ◆ *SEP IRAs - \$50,000 or 25% of an employee's compensation, whichever is lesser. (2012 COLA: \$1,000.)*
- ◆ *415(b) defined benefit plans - the limitation on annual benefits under a defined benefit plan is increased to \$200,000. (2012 COLA: \$5,000.)<sup>1,2,3,4</sup>*

**Traditional IRA phase-outs.** *The new MAGI limits affecting deductions for traditional IRA contributions are:*

- ◆ *Singles & heads of household covered by a workplace retirement plan: \$58,000-68,000. (2012 COLA: \$2,000.)*
- ◆ *Married filing jointly, with spouse making the IRA contribution covered by a workplace retirement plan: \$92,000-112,000. (2012 COLA: \$2,000.)*
- ◆ *Married filing jointly, IRA contributor not covered by a workplace retirement plan but married to someone who is: \$173,000-183,000. That MAGI range is for a couple rather than an individual. (2012 COLA: \$4,000.)<sup>1</sup>*

**Roth IRA phase-outs.** *The MAGI limits affecting deductions for Roth IRA contributions are set as follows for 2012:*

- ◆ *Singles & heads of household covered by a workplace retirement plan: \$110,000-125,000. (2012 COLA: \$3,000.)*
- ◆ *Married filing jointly: \$173,000-183,000. (2012 COLA: \$4,000.)*
- ◆ *Married filing separately, with the Roth IRA contributor covered by a workplace retirement plan: \$0-10,000. (No 2012 COLA.)<sup>1</sup>*

**Lastly, a couple of notes for employers.** *When it comes to defining "key employees" in a top-heavy plan, the determination limit goes up \$5,000 to \$165,000 in 2012. The maximum taxable earnings amount for Social Security increases to \$110,100 from \$106,800 next year.<sup>5</sup>*

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#### **Citations.**

1 [www.irs.gov/newsroom/article/0,,id=248482,00.html](http://www.irs.gov/newsroom/article/0,,id=248482,00.html) [10/20/11]

2 [money.usnews.com/money/blogs/planning-to-retire/2011/10/21/401k-and-ira-changes-coming-in-2012](http://money.usnews.com/money/blogs/planning-to-retire/2011/10/21/401k-and-ira-changes-coming-in-2012) [10/21/11]

3 [www.irs.gov/retirement/participant/article/0,,id=211345,00.html](http://www.irs.gov/retirement/participant/article/0,,id=211345,00.html) [10/20/11]

4 [www.irs.gov/retirement/article/0,,id=111419,00.html#12](http://www.irs.gov/retirement/article/0,,id=111419,00.html#12) [10/21/11]

5 [www.lexology.com/library/detail.aspx?g=c951c9-7f27-4a92-93e3-4c0193f51347](http://www.lexology.com/library/detail.aspx?g=c951c9-7f27-4a92-93e3-4c0193f51347) [10/20/11]