

## 2005 FACT FINDER

### PENSION PLAN LIMITATIONS

<i>INTERNAL REVENUE SERVICE</i>	2005	2004	IRC ref.
<b>Salary Deferral (pretax) Limits</b>			
• §401(k)/§403(b)/SEP/§501(c)(18)(D)	\$ 14,000	\$ 13,000	§402(g)(1)
• SIMPLE Plans	10,000	9,000	§408(p)
• state/local govt.; tax exempts	14,000	13,000	§457
-- §401(k) catch-up contributions	4,000	3,000	§414(v)(2)(B)(i)
-- Other catch-up contributions	2,000	1,500	§414(v)(2)(B)(ii)
<b>Section 415 Annual Benefits Limits</b>			
• defined benefit plans	\$ 170,000	\$ 165,000	§415(b)(1)(A)
• defined contribution plans	42,000	41,000	§415(c)(1)(A)
<b>Compensation Limits</b>			
• qualified plans	\$ 210,000	\$ 205,000	§401(a)(17)
• collectively bargained	210,000	205,000	§401(a)(17)
• governmental plans	315,000	305,000	§401(a)(17)
<b>Highly Compensated Levels</b>			
• at any time 5% owner	no limit	no limit	§414(q)(1)(A)
• any employee	\$ 95,000	\$ 90,000	§414(q)(1)(B)
• one of top-paid employees	optional	optional	§414(q)(1)(B)
<b>Key Employee Levels</b>			
• highly compensated employee/officer	\$ 135,000	\$ 130,000	§416(i)(1)(A)(i)
• 10 highest paid employees with largest interest	N/A	N/A	§416(i)(1)(A)(ii)
• 5% owner	no limit	no limit	§416(i)(1)(A)(iii)
• 1% owner	150,000	150,000	§416(i)(1)(A)(iv)
<b>SEP Plans</b>			
• mandatory plan participation	\$ 450	\$ 450	§408(k)(2)(C)
• compensation amount	210,000	205,000	§408(k)(3)(C)
-- collectively bargained	210,000	205,000	§408(k)(3)(C)
<b>ESOP</b>			
• threshold for exception to 5-yr. distribution requirement	\$ 850,000	\$ 830,000	§409(o)(1)(C)(ii)
• incremental amt. for distribution	170,000	165,000	§409(o)(1)(C)(ii)
<b>Control Employees</b>			
• private sector			
-- board or shareholder-appointed or elected official	\$ 85,000	\$80,000	Reg. §1.61-21(f)
-- any employee	170,000	165,000	Reg. §1.61-21(f)
• governmental employee	131,400	127,300	Reg. §1.61-21(f)

### SOC. SEC. (OASDI) & MEDICARE (HI) TAX

Year	Fund	Wage Limit	Rate	Max. Tax
2005	OASDI	\$90,000	6.20%	\$5,580.00
	HI	All wages	1.45%	No limit
2004	OASDI	\$87,900	6.20%	\$5,449.80
	HI	All wages	1.45%	No limit

### FEDERAL UNEMPLOYMENT TAX

Wage Limit	Rate	Maximum Credit	Deposit Rate
\$7,000	6.2%	5.4%	0.8%

### TAX-FREE COMMUTING BENEFITS

Employee Parking	\$200 per mo.
Transit Passes	\$105 per mo.
Van Pools	\$105 per mo.

### FEDERAL MILEAGE RATES

	2005	2004
Business mileage	\$0.405	\$0.375
Relocation	\$0.15	\$0.14
Charitable	\$0.14	\$0.14
Medical	\$0.15	\$0.14

### Federal Minimum Wage

\$5.15 per hour

### LUXURY CAR Vehicles not eligible for Cents-Per-Mile rule\*

If car placed in service in . . .	Value cannot exceed . . .
2005	\$14,800
2004	\$14,800

\*If the cents-per-mile method cannot be used, the employer must use the annual lease-value method or a general valuation standard to determine the value of an employee's personal use of a company-provided vehicle.

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**State UI Wage Bases**

**Supplemental Rates**

<u>STATE</u>	<u>2005</u>	<u>2004</u>	<u>2005</u>
AL	\$ 8,000 .....	\$ 8,000	5%
AK	\$27,900* .....	\$27,100	N/A
AZ	\$ 7,000 .....	\$ 7,000	follows federal rule
AR	\$10,000 .....	\$10,000	7%
CA	\$ 7,000 .....	\$ 7,000	6%, 9.3% on options
CO	\$10,000 .....	\$10,000	4.63%
CT	\$15,000 .....	\$15,000	(1)
DE	\$ 8,500 .....	\$ 8,500	(1)
DC	\$ 9,000 .....	\$ 9,000	(1)
FL	\$ 7,000 .....	\$ 7,000	N/A
GA	\$ 8,500 .....	\$ 8,500	2% to 6%
HI	\$32,300* .....	\$31,000	(1)
ID	\$27,600 .....	\$27,600	7.8%
IL	\$10,500* .....	\$ 9,800	3%
IN	\$ 7,000 .....	\$ 7,000	3.4%
IA	\$20,400* .....	\$19,700	6%
KS	\$ 8,000 .....	\$ 8,000	5%
KY	\$ 8,000 .....	\$ 8,000	(1)
LA	\$ 7,000 .....	\$ 7,000	2.1% to 4.8%
ME	\$12,000 .....	\$12,000	5%
MD	\$ 8,500 .....	\$ 8,500	no provision
MA	\$14,000 .....	\$14,000	(1)
MI	\$ 9,000 .....	\$ 9,000	3.9%
MN	\$23,000* .....	\$22,000	6.25%
MS	\$ 7,000 .....	\$ 7,000	(1)
MO	\$11,000* .....	\$ 8,000	6%
MT	\$21,000* .....	\$20,300	6%
NE	\$ 7,000 .....	\$ 7,000	5%
NV	\$22,900* .....	\$22,000	N/A
NH	\$ 8,000 .....	\$ 8,000	N/A
NJ	\$24,900* .....	\$24,300	(1)
NM	\$17,200* .....	\$16,800	6%
NY	\$ 8,500 .....	\$ 8,500	8.2%
NC	\$16,700 .....	\$16,200	6%
ND	\$19,400* .....	\$18,500	3.92%
OH	\$ 9,000 .....	\$ 9,000	3.5%
OK	\$13,800** .....	\$14,300	6.65%
OR	\$27,000 .....	\$27,000	9%
PA	\$ 8,000 .....	\$ 8,000	3.07%
PR	\$ 7,000 .....	\$ 7,000	(1)
RI	\$16,000* .....	\$14,000	(1)
SC	\$ 7,000 .....	\$ 7,000	7%
SD	\$ 7,000 .....	\$ 7,000	N/A
TN	\$ 7,000 .....	\$ 7,000	N/A
TX	\$ 9,000 .....	\$ 9,000	N/A
UT	\$23,200* .....	\$22,700	(1)
VT	\$ 8,000 .....	\$ 8,000	7.2%
VA	\$ 8,000 .....	\$ 8,000	(1)
VI	\$18,600* .....	\$18,400	N/A
WA	\$30,500* .....	\$30,200	N/A
WV	\$ 8,000 .....	\$ 8,000	3% to 6.5%
WI	\$10,500 .....	\$10,500	4.6% to 6.75%
WY	\$16,400* .....	\$15,900	N/A

\* Increase \*\* Decrease (1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages. + Based on info available as of Jan. 15, 2005.

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**Disability Wage Bases**

2005

California .....	\$79,418
Hawaii .....	Employee's weekly wage
New Jersey .....	\$24,900
New York .....	Employee's weekly wage
Puerto Rico .....	\$ 9,000
Rhode Island .....	\$49,000

2004

California .....	\$68,829
Hawaii .....	Employee's weekly wage
New Jersey .....	\$24,300
New York .....	Employee's weekly wage
Puerto Rico .....	\$ 9,000
Rhode Island .....	\$46,800

**INFORMATION AIDS**

*Internal Revenue Service*

General Info	1-800-829-1040
Forms	1-800-829-3676
Information Reporting	
Hotline	1-304-263-8700
EFTPS	
Customer Service	1-800-555-4477
	1-800-945-8400

Bulletin Boards (BBS)

Forms and Pubs.	1-703-321-8020
Info Reporting	1-304-263-2749
(use with personal computer)	

Internet Homepage

<http://www.irs.gov>

*Social Security Administration*

General Info	1-800-772-1213
Annual Wage Reporting BBS	1-410-965-1133
(use with personal computer)	
Internet Homepage	
<a href="http://www.socialsecurity.gov">http://www.socialsecurity.gov</a>	

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