

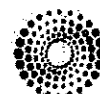
National Tax Advisory®

TO: All Professional Tax Personnel
FROM: Robin Tuttle Christian, CPA

NTA-932
DATE: November 8, 2016

RE: Updated Employee Benefit Plan and IRA Quick Reference Table (2015–2017)

	2017	2016	2015
Compensation Limit [IRC Sec. 401(a)(17)]	\$ 270,000	\$ 265,000	\$ 265,000
Defined Benefit Plan Annual Benefit Limit	\$ 215,000	\$ 210,000	\$ 210,000
Defined Contribution Plan Annual Contribution Limit	\$ 54,000	\$ 53,000	\$ 53,000
401(k), 403(b), and SARSEPs			
Annual Deferral Limit ²	\$ 18,000	\$ 18,000	\$ 18,000
Catch-up Contribution ³	\$ 6,000	\$ 6,000	\$ 6,000
457 Plan			
Annual Deferral Limit	\$ 18,000	\$ 18,000	\$ 18,000
Catch-up Contribution ³	\$ 6,000	\$ 6,000	\$ 5,500
SIMPLE Plan			
Annual Deferral Limit	\$ 12,500	\$ 12,500	\$ 12,500
Catch-up Contribution ³	\$ 3,000	\$ 3,000	\$ 3,000
IRA			
Annual Contribution Limit	\$ 5,500	\$ 5,500	\$ 5,500
Catch-up Contribution ³	\$ 1,000	\$ 1,000	\$ 1,000
Highly Compensated Employee Compensation Threshold	\$ 120,000	\$ 120,000	\$ 120,000
Key Employee Officer Compensation Threshold	\$ 175,000	\$ 170,000	\$ 170,000
SEP Compensation Threshold	\$ 600	\$ 600	\$ 600
Traditional IRA Deduction Phaseout (AGI)			
Unmarried—Active Participant	\$62,000/72,000	\$61,000/71,000	\$61,000/71,000
MFS—any spouse participates	\$0/10,000	\$0/10,000	\$0/10,000
MFJ—nonparticipating spouse	\$186,000/196,000	\$184,000/194,000	\$183,000/193,000
MFJ—participating spouse	\$99,000/119,000	\$98,000/118,000	\$98,000/118,000
Excludible Long-term Care Per Diem	\$ 360	\$ 340	\$ 330
Eligible Long-term Care Premiums			
Age 40 and under	\$ 410	\$ 390	\$ 380
Age 41–50	\$ 770	\$ 730	\$ 710
Age 51–60	\$ 1,530	\$ 1,460	\$ 1,430
Age 61–70	\$ 4,090	\$ 3,900	\$ 3,800
Over age 70	\$ 5,110	\$ 4,870	\$ 4,750



	2017	2016	2015
Medical Savings Accounts (MSAs)			
Self-only Coverage			
Deductible Not Less Than	\$ 2,250	\$ 2,250	\$ 2,200
and Not More Than	\$ 3,350	\$ 3,350	\$ 3,300
Out-of-pocket Expenses Do Not Exceed	\$ 4,500	\$ 4,450	\$ 4,450
Family Coverage			
Deductible Not Less Than	\$ 4,500	\$ 4,450	\$ 4,450
and Not More Than	\$ 6,750	\$ 6,700	\$ 6,650
Out-of-pocket Expenses Do Not Exceed	\$ 8,250	\$ 8,150	\$ 8,150
Health Savings Accounts (HSAs)			
Plan Minimum Deductible			
Self-only Coverage	\$ 1,300	\$ 1,300	\$ 1,300
Plan Family Coverage	\$ 2,600	\$ 2,600	\$ 2,600
Contribution (Deduction) Maximum			
Self-only Coverage	\$ 3,400	\$ 3,350	\$ 3,350
Family Coverage	\$ 6,750	\$ 6,750	\$ 6,650
Catch-up Contribution ⁴	\$ 1,000	\$ 1,000	\$ 1,000
Plan Out-of-pocket Limit			
Self-only Coverage	\$ 6,550	\$ 6,550	\$ 6,450
Family Coverage	\$ 13,100	\$ 13,100	\$ 12,900
Health FSA Contribution Limit	\$ 2,600	\$ 2,550	\$ 2,550
Qualified Transportation Exclusions			
Parking/per month	\$ 255	\$ 255	\$ 250
Transit Passes/per month	\$ 255	\$ 255	\$ 250
Social Security Tax Wage Base	\$ 127,200	\$ 118,500	\$ 118,500
Roth IRA Contribution Eligibility (AGI)			
Joint Return	\$186,000/196,000	\$184,000/194,000	\$183,000/193,000
Single, HOH	\$118,000/133,000	\$117,000/132,000	\$116,000/131,000
MFS	\$0/10,000	\$0/10,000	\$0/10,000
Control Employee Compensation Limit	\$105,000 and \$215,000	\$105,000 and \$215,000	\$105,000 and \$215,000
Small Employer Health Insurance Credit			
Wage Threshold	\$ 26,200	\$ 25,900	\$ 25,800

¹ This table has been updated for amounts known through 11/8/16. It will be updated as additional amounts are available during the year.

² This applies to the total of all elective deferrals an individual makes for the year to 401(k) plans, 403(b) plans, SARSEPs, and SIMPLE plans. However, deferrals to each SIMPLE plan in which the individual participates are also limited, as shown later in the table.

³ Catch-up contributions are available each year to individuals who reach age 50 by the end of the year.

⁴ For HSAs, catch-up contributions are available each year to individuals age 55 or older.