

Employee Benefits Annual Limits

IRS Limits on Health Savings Accounts (HSAs)

As published in IRS Revenue Procedure 2016-28

	2017	2016	2015
Maximum contributions			
Single	\$3,400	\$3,350	\$3,350
Family	\$6,750	\$6,750	\$6,650
Minimum HDHP deductible			
Single	\$1,300	\$1,300	\$1,300
Family	\$2,600	\$2,600	\$2,600
Out-of-pocket maximum			
Single	\$6,550	\$6,550	\$6,450
Family	\$13,100	\$13,100	\$12,900
Catch-up contributions (age 55 and older)	\$1,000	\$1,000	\$1,000

See www.irs.gov for more information.

IRS Limits on Health Flexible Spending Accounts (Health FSAs)

As published in IRS Revenue Procedure 2016-55

	2017*	2016*	2015*
Maximum salary reduction			
Per employee	\$2,600	\$2,550	\$2,550

*For plan year beginning in year indicated.

IRS Limits on Retirement Benefits and Compensation

As published in IRS News Release IR 2016-141

	2017	2016	2015
401(k) and 403(b) plan elective deferrals	\$18,000	\$18,000	\$18,000
Catch-up contributions (age 50 and older)	\$6,000	\$6,000	\$6,000
Annual compensation limit	\$270,000	\$265,000	\$265,000
Highly compensated employee (HCE) threshold	\$120,000	\$120,000	\$120,000
Defined contribution 415 limit	\$54,000	\$53,000	\$53,000
Defined benefit 415 limit	\$215,000	\$210,000	\$210,000
SIMPLE employee contribution limit	\$12,500	\$12,500	\$12,500

See www.irs.gov for more information.

Social Security and Medicare Tax, Salary and Benefit Levels

As published in Social Security Administration Press Release, dated Oct. 18, 2016

	2017	2016	2015
Social Security taxable wage base	\$127,200	\$118,500	\$118,500
Full retirement age (FRA) (born 1943-1954)	66	66	66
Social Security earnings limit:			
Under FRA	\$16,920	\$15,720	\$15,720
The year an individual reaches FRA	\$44,880	\$41,880	\$41,880
The month an individual attains FRA	No limit	No limit	No limit
Medicare Part A deductible*	\$1,316	\$1,288	\$1,260
Medicare Part B deductible	\$183	\$166	\$147

*Deductible per benefit period for a hospital stay of one to 60 days only. See www.medicare.gov and www.ssa.gov for further amounts and more information.

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