



## ERISA GROUP BENEFITS NEWSLETTER Employee Benefit Plan Limits for 2017

October 2016

The IRS has released the plan limits for 2017. You will note that many of the limits remain the same, but some limits have increased for 2017. Please be certain to review the limits and update your systems accordingly.

Retirement Plan Limits	2017	2016
Compensation Limit	\$270,000	\$265,000
401(k)/403(b)/457 Elective Deferrals	\$18,000	\$18,000
401(k)/403(b)/457 Catch-Up Contributions	\$6,000	\$6,000
SIMPLE Plan Employee Deferrals	\$12,500	\$12,500
SIMPLE Plan Catch-Up Contributions	\$3,000	\$3,000
Annual Defined Contribution Limit	\$54,000	\$53,000
Annual Defined Benefit Limit	\$215,000	\$210,000
Highly Compensated Employee Threshold	\$120,000	\$120,000
Key Employee/Officer Threshold	\$175,000	\$170,000
Social Security Taxable Wage Base	\$127,200	\$118,500
SEP Minimum Compensation	\$600	\$600
SEP Maximum Compensation	\$270,000	\$265,000

Health and Welfare Plan Limits	2017	2016
<u>High Deductible Health Plans</u>		
Maximum Annual Out of Pocket - Self-Only Coverage	\$6,550	\$6,550
Maximum Annual Out of Pocket - Family Coverage	\$13,100	\$13,100
Minimum Annual Deductible - Self-Only Coverage	\$1,300	\$1,300
Minimum Annual Deductible - Family Coverage	\$2,600	\$2,600
<u>Health Savings Accounts</u>		
Annual Contribution Limit - Self-Only Coverage	\$3,400	\$3,350
Annual Contribution Limit - Family Coverage	\$6,750	\$6,750
Catch-Up Contribution Limit	\$1,000	\$1,000
<u>Health Flexible Spending Accounts</u>		
Maximum Salary Reduction	\$2,600	\$2,550

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