

Maximum Benefit and Contributions Limits for 2009-2017

	2017	2016	2015	2014	2013	2012	2011	2010	2009
Elective Deferrals (401k & 403b plans)	\$18,000	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500
Annual Benefit Limit	\$215,000	\$210,000	\$210,000	\$210,000	\$205,000	\$200,000	\$195,000	\$195,000	\$195,000
Annual Contribution Limit	\$54,000	\$53,000	\$53,000	\$52,000	\$51,000	\$50,000	\$49,000	\$49,000	\$49,000
Annual Compensation Limit	\$270,000	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000	\$245,000	\$245,000	\$245,000
457 Deferral Limit	\$18,000	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500
Highly Compensated Threshold	\$120,000	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000	\$110,000	\$110,000	\$110,000
SIMPLE Contribution Limit	\$12,500	\$12,500	\$12,500	\$12,000	\$12,000	\$11,500	\$11,500	\$11,500	\$11,500
SEP Coverage	\$600	\$600	\$600	\$550	\$550	\$550	\$550	\$550	\$550
SEP Compensation Limit	\$270,000	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000	\$245,000	\$245,000	\$245,000
Income Subject to Social Security	\$127,200	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100	\$106,800	\$106,800	\$106,800
Top-Heavy Plan Key Employee Comp	\$175,000	\$170,000	\$170,000	\$170,000	\$165,000	\$165,000	\$160,000	\$160,000	\$160,000
Catch-Up Contributions	\$6,000	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500
SIMPLE Catch-Up Contributions	\$3,000	\$3,000	\$3,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500

The **Elective Deferral Limit** is the maximum contribution that can be made on a pre-tax basis to a 401(k) or 403(b) plan (Internal Revenue Code section 402(g)(1)).

The **457 Deferral Limit** is a similar restriction, applied to certain government plans (457 plans).

The **Annual Benefit Limit** is the maximum annual benefit that can be paid to a participant (IRC section 415). The limit applied is actually the lesser of the dollar limit above **or** 100% of the participant's average compensation (generally the high three consecutive years of service). The participant compensation level is also subjected to the **Annual Compensation Limit** noted above.

The **Annual Contribution Limit** is the maximum annual contribution amount that can be made to a participant's account (IRC section 415). This limit is actually expressed as the lesser of the dollar limit **or** 100% of the participant's compensation, applied to the combination of employee contributions, employer contributions and forfeitures allocated to a participant's account. This limit was increased for the first time since its inception last year.

In calculating contribution allocations, a plan cannot consider any employee compensation in excess of the **Annual Compensation Limit** (401(a)(17)). This limit is also imposed in determining the Annual Benefit Limit (above). In calculating certain nondiscrimination tests (such as the Actual Deferral Percentage), all participant compensation is limited to this amount, for purposes of the calculation.

The **Highly Compensated Threshold** (section 414(q)(1)(B)) is the minimum compensation level established to determine highly compensated employees for purposes of nondiscrimination testing.

The **SIMPLE Contribution Limit** is the maximum annual contribution that can be made to a SIMPLE (Savings Incentive Match Plan for Employees) plan. SIMPLE plans are simplified retirement plans for small businesses that allow employees to make elective contributions, while requiring employers to make matching or non-elective contributions.

SEP Coverage Limit is the minimum earnings level for a self-employed individual to qualify for coverage by a Simplified Employee Pension plan (a special individual retirement account to which the employer makes direct tax-deductible contributions).

The **SEP Compensation Limit** is applied in determining the maximum contributions made to the plan.

Catch up Contributions, SIMPLE "Catch up" deferral: Under the Economic Growth and Tax Relief Act of 2001 (EGTRRA), certain individuals aged 50 or over can now make so-called 'catch up' contributions, in addition to the above limits.

EGTRRA also added the **Top-heavy plan key employee compensation limit**.

Maximum Benefit and Contributions Limits for 2012-2017 – Puerto Rico Plans Only

	2017	2016	2015	2014	2013	2012
Elective Deferrals (1081.01(d) – PR Plans Only)	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$13,000
1081.01(d) Elective Deferrals – Dual-Qualified Plans and Federal Government Thrift Plans	\$18,000	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000
Annual Benefit Limit	\$215,000	\$210,000	\$210,000	\$210,000	\$205,000	\$200,000
Annual Contribution Limit	\$54,000	\$53,000	\$53,000	\$52,000	\$51,000	\$50,000
Annual Compensation Limit	\$270,000	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000
Highly Compensated Threshold	\$120,000	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000
Income Subject to Social Security	\$127,200	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100
Catch-Up Contributions	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Catch-Up Contributions – Federal Government Thrift Plan	\$6,000	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500

The **Elective Deferral Limit** is the maximum contribution that can be made on a pre-tax basis to a plan qualified in Puerto Rico only. (PR Code 1081.01(d)).

IRA, FSA, HSA Cost of Living Adjustments

	2017	2016	2015	2014
Traditional IRA				
Traditional IRA Regular Contribution Limit	\$ 5,500	\$ 5,500	\$ 5,500	\$ 5,500
Age 50 Catch-Up Limit for Traditional IRAs	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
AGI Phase-Out Ranges for Determining Traditional IRA Deductions for Active Participants:				
Unmarried Taxpayers	\$62,000 - \$72,000	\$61,000 - \$71,000	\$61,000 - \$71,000	\$60,000 - \$70,000
Married Taxpayers filing joint returns	\$99,000 - \$119,000	\$98,000 - \$118,000	\$98,000 - \$118,000	\$96,000 - \$116,000
Married Taxpayers filing separate returns	\$ 0 - \$10,000	\$ 0 - \$10,000	\$ 0 - \$10,000	\$ 0 - \$10,000
Non-active Participant Spouse	\$186,000 - \$196,000	\$184,000 - \$194,000	\$183,000 - \$193,000	\$181,000 - \$191,000
Roth IRA				
Roth IRA Regular Contribution Limit	\$ 5,500	\$ 5,500	\$ 5,500	\$ 5,500
Age 50 Catch-Up Limit for Traditional and Roth IRAs	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Roth IRA Conversion Income Limit	Not Applicable	Not Applicable	Not Applicable	Not Applicable
AGI Phase-Out Ranges for Determining Roth IRA Regular Contributions				
Unmarried Taxpayers	\$118,000 - \$133,000	\$117,000 - \$132,000	\$116,000 - \$131,000	\$114,000 - \$129,000
Married Taxpayers filing joint returns	\$186,000 - \$196,000	\$184,000 - \$194,000	\$183,000 - \$193,000	\$181,000 - \$191,000
Married Taxpayers filing separate returns	\$ 0 - \$ 10,000	\$ 0 - \$ 10,000	\$ 0 - \$ 10,000	\$ 0 - \$ 10,000
Flexible Spending Accounts (FSA)				
Employee contribution limit for Health & Limited FSA	\$2,600	\$2,550	\$2,550	\$2,500
Dependent Care Assistance Account employee contribution limit for single or married filing a joint return	\$5,000	\$5,000	\$5,000	\$5,000
Dependent Care Assistance Account employee contribution limit for married filing a separate return	\$2,500	\$2,500	\$2,500	\$2,500
Monthly Limitation for Parking / Transit & Vanpool	\$255 / \$255	\$255 / \$255	\$255 / \$255	\$250 / \$130
Health Savings Accounts (HSA)				
HSA Maximum Contribution – Self - Only Coverage	\$3,400	\$3,350	\$ 3,350	\$ 3,300
HSA Maximum Contribution – Family Coverage	\$6,750	\$6,750	\$ 6,650	\$ 6,550
Age 55 HSA Catch-up Contribution	\$1,000	\$1,000	\$ 1,000	\$ 1,000
HDHP Minimum Annual Deductible – Self – Only Coverage	\$1,300	\$1,300	\$ 1,300	\$ 1,250
HDHP Minimum Annual Deductible – Family Coverage	\$2,600	\$2,600	\$ 2,600	\$ 2,500
HDHP Maximum Out of Pocket – Self – Only Coverage	\$6,550	\$6,550	\$ 6,450	\$ 6,350
HDHP Maximum Out of Pocket – Family Coverage	\$13,100	\$13,100	\$ 12,900	\$ 12,700