

QUICK BENEFIT FACTS

2017 RETIREMENT PLAN LIMITS

	2017	2016	2015
QUALIFIED RETIREMENT PLAN LIMITS			
401(k) & 403(b) elective deferrals	\$18,000	\$18,000	\$18,000
Catch-up contributions	\$6,000	\$6,000	\$6,000
Compensation limit	\$270,000	\$265,000	\$265,000
415 defined contribution annual limit	\$54,000	\$53,000	\$53,000
415 defined benefit maximum annuity	\$215,000	\$210,000	\$210,000
Highly compensated threshold	\$120,000	\$120,000	\$120,000
TRADITIONAL IRA LIMITS			
IRA maximum deductible amount	\$5,500	\$5,500	\$5,500
IRA catch-up contribution limit	\$1,000	\$1,000	\$1,000
PBGC PREMIUMS FOR SINGLE-EMPLOYER PLANS			
Flat rate per participant	\$69	\$64	\$57
Variable rate per \$1,000 of unfunded vested benefits	\$34	\$30	\$24
Per-participant variable-rate cap	\$517	\$500	\$418
SOCIAL SECURITY			
Taxable wage base	\$127,200	\$118,500	\$118,500
Cost-of-living adjustment	0.3%	0.0%	1.7%

Retirement plan limits

After applying statutory rounding rules, the 2017 elective deferral, catch-up contribution, and highly compensated threshold limits will stay at 2016 levels. Compensation, maximum annual addition, and maximum annuity benefits will rise.

IRA limits

After applying statutory rounding rules, 2017 IRA maximum deductible contribution limits will stay at 2016 levels. The IRA catch-up contribution limit is not adjusted for changes in the cost of living.

PBGC premiums

The 2017 single-employer flat-rate premium is set by statute. The 2017 variable premium rate equals the 2016 rate adjusted for one year's wage inflation, increased by \$3 and rounded. The 2017 per-participant variable-rate premium cap equals the 2016 cap adjusted for one year's wage inflation.

See reverse for 2017 health and fringe benefit limits



2017 HEALTH & FRINGE BENEFIT LIMITS

	2017	2016	2015
TAX-FREE QUALIFIED TRANSPORTATION FRINGE BENEFITS			
Monthly parking	\$255	\$255	\$250
Monthly transit passes or commuter highway vehicle	\$255	\$255	\$250
HEALTH FSA LIMIT			
Maximum salary reduction contribution	\$2,600	\$2,550	\$2,550
HSA AND HDHP LIMITS			
Self-only coverage			
Maximum tax-deductible HSA contribution	\$3,400	\$3,350	\$3,350
HDHP minimum annual deductible	\$1,300	\$1,300	\$1,300
HDHP out-of-pocket maximum	\$6,550	\$6,550	\$6,450
Family coverage			
Maximum tax-deductible HSA contribution	\$6,750	\$6,750	\$6,650
HDHP minimum annual deductible	\$2,600	\$2,600	\$2,600
HDHP out-of-pocket maximum	\$13,100	\$13,100	\$12,900
HSA catch-up contribution limit	\$1,000	\$1,000	\$1,000
ACA NONGRANDFATHERED GROUP HEALTH PLAN OUT-OF-POCKET MAXIMUM			
Self-only coverage	\$7,150	\$6,850	\$6,600
Family coverage			
Total out-of-pocket maximum	\$14,300	\$13,700	\$13,200
Embedded individual out-of-pocket maximum (if applicable)	\$7,150	\$6,850	NA
ACA PLAY-OR-PAY ASSESSMENTS (2017 MERCER PROJECTED)			
Not offering coverage	\$2,260	\$2,160	\$2,080
Offering coverage lacking minimum value or affordability	\$3,390	\$3,240	\$3,120
ACA PLAY-OR-PAY FEDERAL POVERTY LEVEL AFFORDABILITY SAFE HARBOR AMOUNT			
Calendar year plans	\$95.93	\$94.74	\$92.97
Noncalendar-year plans	TBD	\$95.63	\$93.76
ACA EMPLOYER-PROVIDED COVERAGE AFFORDABILITY PERCENTAGES			
Max % income for least expensive self-only coverage w/min. value	9.69%	9.66%	9.56%

HSA and HDHP limits

While the maximum HSA contribution for self-only coverage will increase slightly in 2017, all other HDHP and HSA minimums and maximums will remain at 2016 levels. This is because the increase in the cost-of-living index is too small to trigger adjustments. The HSA catch-up limit has been set by statute to stay the same since 2009.

ACA monthly play-or-pay assessments

Under the Affordable Care Act (ACA)'s shared-responsibility rules, employers that don't offer most full-time employees some form of health coverage face paying one of two IRS assessments. The table shows the projected 2017 annual assessment amounts, although the assessment is incurred monthly.

Federal poverty level (FPL) amounts

Adjusted amounts for the ACA's play-or-pay FPL safe harbor apply on a plan-year, not calendar-year, basis. This means 2016 noncalendar-year plans will continue to use \$95.63/month to determine FPL affordability until their 2017 plan year begins.

Affordability, employer-provided coverage

For an individual to receive premium tax credits from a public exchange, the employer's lowest-cost self-only coverage with minimum value must exceed 9.5% (annually indexed) of household income. IRS applies the same indexing to the three safe harbor options (W-2, rate of pay, or FPL) available to determine affordability for employer shared-responsibility purposes.

See reverse for 2017 retirement limits

