

Maximum Benefit and Contribution Limits

Type of Limitation	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002 <sup>1</sup>	2001	2000	1999	1998	
<b>401(k) and SARSEP maximum deferral (402(g))</b>	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000	\$12,000	\$11,000	\$10,500	\$10,500	\$10,000	\$10,000	
<b>403(b) maximum deferral</b>	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000	\$12,000	\$11,000	\$10,500	\$10,500	\$10,000	\$10,000	
<b>457(b)(2) and 457(c)(1) maximum deferral</b>	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000	\$12,000	\$11,000	\$8,500	\$8,000	\$8,000	\$8,000	
<b>SIMPLE Election maximum deferral</b>	\$12,500	\$12,500	\$12,000	\$12,000	\$11,500	\$11,500	\$11,500	\$11,500	\$10,500	\$10,500	\$10,000	\$10,000	\$9,000	\$8,000	\$7,000	\$6,500	\$6,000	\$6,000	\$6,000	
<b>"Catch-up" contributions for 401(k), 403(b), SARSEP and 457</b>	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,000	\$5,000	\$5,000	\$4,000	\$3,000	\$2,000	\$1,000	N/A	N/A	N/A	N/A
<b>SIMPLE Catch-ups</b>	\$3,000	\$3,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,000	\$1,500	\$1,000	\$500	N/A	N/A	N/A	N/A
<b><sup>2</sup> Defined Benefit Plan annual benefit</b>	\$210,000	\$210,000	\$210,000	\$205,000	\$200,000	\$195,000	\$195,000	\$195,000	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000	\$160,000	\$160,000	\$140,000	\$135,000	\$130,000	\$130,000	
<b><sup>2</sup> Defined Contribution Plan annual contribution (SEP included)</b>	\$53,000	\$53,000	\$52,000	\$51,000	\$50,000	\$49,000	\$49,000	\$49,000	\$46,000	\$45,000	\$44,000	\$42,000	\$41,000	\$40,000	\$40,000*	\$35,000**	\$30,000	\$30,000	\$30,000	
<b><sup>3</sup> Annual Compensation Limit</b>	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000	\$200,000	\$200,000	\$170,000 <sup>5</sup>	\$170,000 <sup>5</sup>	\$160,000 <sup>5</sup>	\$160,000 <sup>5</sup>	
<b>SEP Compensation</b>	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000	\$200,000	\$200,000	\$170,000	\$170,000	\$160,000	\$160,000	
<b>SEP annual comp. floor</b>	\$600	\$600	\$550	\$550	\$550	\$550	\$550	\$550	\$500	\$500	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$400	\$400
<b><sup>4</sup> Highly Compensated Employees</b>																				
Any employee compensation	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000	\$110,000	\$110,000	\$110,000	\$105,000	\$100,000	\$100,000	\$95,000	\$90,000	\$90,000	\$90,000	\$85,000	\$85,000	\$80,000	\$80,000	
Top-Paid group compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Officer compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<b><sup>2</sup> Key Employees</b>																				
Any Officer compensation	\$170,000	\$170,000	\$170,000	\$165,000	\$165,000	\$160,000	\$160,000	\$160,000	\$150,000	\$145,000	\$140,000	\$135,000	\$130,000	\$130,000	\$130,000	\$70,000	\$67,500	\$65,000	\$65,000	
10 largest owners compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$30,000	\$30,000	\$30,000	\$30,000	
5% owner compensation	N/A	N/A	N/A	N/A	N/A	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	
1% owner compension	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	
<b>Lump Sum limit for exess dist. Tax</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<b>Annual limit for exess dist. Tax</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<b>Qualified Police and Firefighters' DB Benefit Limit</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<b><sup>3</sup> Social Security Tax</b>																				
Taxable Wage Base - Social Security	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100	\$106,800	\$106,800	\$106,800	\$102,000	\$97,500	\$94,200	\$90,000	\$87,900	\$87,000	\$84,900	\$80,400	\$76,200	\$72,600	\$68,400	
Taxable Wage Base - Medicare	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	
Social Security Rate	6.20%	6.20%	6.20%	6.20%	4.20%	4.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	
Medicare Rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	
Combined Rate	7.65%	7.65%	7.65%	7.65%	5.65%	5.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	
<b>Self-Employment Tax</b>																				
Self-Employment Rate	12.40%	12.40%	12.40%	12.40%	10.40%	10.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	
Medicare Rate	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	
Combined Rate	15.30%	15.30%	15.30%	15.30%	13.30%	13.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	
<b>ESOP Distribution</b>																				
Normal distribution period (in years)	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
Threshold account balance	\$1,070,000	\$1,070,000	\$1,050,000	\$1,035,000	\$1,015,000	\$985,000	\$985,000	\$985,000	\$935,000	\$915,000	\$885,000	\$850,000	\$830,000	\$810,000	\$800,000	\$780,000	\$755,000	\$735,000	\$725,000	
One-year extension threshold IRC 409(o)(1)(C)(ii)	\$210,000	\$210,000	\$210,000	\$205,000	\$200,000	\$195,000	\$195,000	\$195,000	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000	\$160,000	\$160,000	\$155,000	\$150,000	\$145,000	\$145,000	
Max. additional dist. Periods allowable	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
<b>Maximum PBGC-Insured Annuity</b>																				
Age 65	\$5,011.36	\$5,011.36	\$4,943.18	\$4,789.77	\$4,653.41	\$4,500.00	\$4,500.00	\$4,500.00	\$4,312.50	\$4,125.00	\$3,971.59	\$3,801.14	\$3,698.86	\$3,664.77	\$3,579.55	\$3,392.05	\$3,221.59	\$3,051.44	\$2,880.68	
Age 64	\$4,660.56	\$4,660.56	\$4,597.16	\$4,454.49	\$4,327.67	\$4,185.00	\$4,185.00	\$4,185.00	\$4,010.63	\$3,836.25	\$3,693.58	\$3,535.06	\$3,439.94	\$3,408.24	\$3,328.98	\$3,154.61	\$2,996.08	\$2,837.56	\$2,679.03	
Age 63	\$4,309.77	\$4,309.77	\$4,251.13	\$4,119.20	\$4,001.93	\$3,870.00	\$3,870.00	\$3,870.00	\$3,708.75	\$3,547.50	\$3,415.57	\$3,268.98	\$3,181.02	\$3,151.70	\$3,078.41	\$2,917.16	\$2,770.57	\$2,623.98	\$2,477.38	
Age 62	\$3,958.97	\$3,958.97	\$3,905.11	\$3,483.92	\$3,676.19	\$3,555.00	\$3,555.00	\$3,555.00	\$3,406.88	\$3,258.75	\$3,137.56	\$3,002.90	\$2,922.10	\$2,895.17	\$2,827.84	\$2,679.72	\$2,545.06	\$2,410.40	\$2,275.74	
Age 61	\$3,608.18	\$3,608.18	\$3,559.09	\$3,448.63	\$3,350.46	\$3,240.00	\$3,240.00	\$3,240.00	\$3,105.00	\$2,970.00	\$2,859.54	\$2,736.82	\$2,663.18	\$2,638.63	\$2,577.28	\$2,442.28	\$2,319.54	\$2,196.82	\$2,074.09	
Age 60	\$3,257.38	\$3,257.38	\$3,213.07	\$3,113.35	\$3,024.72	\$2,925.00	\$2,925.00	\$2,925.00	\$2,803.13	\$2,681.25	\$2,581.53	\$2,470.74	\$2,404.26	\$2,382.10	\$2,326.71	\$2,204.83	\$2,094.03	\$1,983.24	\$1,872.44	
Age 59	\$3,056.93	\$3,056.93	\$3,015.34	\$2,921.76	\$2,838.58	\$2,745.00	\$2,745.00	\$2,745.00	\$2,630.63	\$2,516.25	\$2,422.67	\$2,318.70	\$2,256.30	\$2,235.51	\$2,183.53	\$2,069.15	\$1,965.17	\$1,861.20	\$1,757.21	
Age 58	\$2,856.48	\$2,856.48	\$2,817.61	\$2,730.17	\$2,652.44	\$2,565.00	\$2,565.00	\$2,565.00	\$2,458.13	\$2,351.25	\$2,263.81	\$2,166.65	\$2,108.35	\$2,088.92	\$2,040.34	\$1,933.47	\$1,836.31	\$1,739.15	\$1,641.99	
Age 57	\$2,656.02	\$2,656.02	\$2,619.89	\$2,538.58	\$2,466.31	\$2,385.00	\$2,385.00	\$2,385.00	\$2,286.25	\$2,186.25	\$2,104.94	\$2,014.60	\$1,960.40	\$1,942.33	\$1,897.16	\$1,797.79	\$1,707.41	\$1,617.10	\$1,526.76	
Age 56	\$2,455.57	\$2,455.57	\$2,422.16	\$2,346.99	\$2,280.17	\$2,205.00	\$2,205.00	\$2,205.00	\$2,113.13	\$2,021.25	\$1,946.08	\$1,862.56	\$1,812.44	\$1,795.74	\$1,753.98	\$1,662.10	\$1,578.58	\$1,495.06	\$1,411.53	
Age 55	\$2,255.11	\$2,255.11	\$2,224.43	\$2,155.40	\$2,094.03	\$2,025.00	\$2,025.00	\$2,025.00	\$1,940.63	\$1,856.25	\$1,787.22	\$1,710.51	\$1,664.49	\$1,649.15	\$1,610.80	\$1,526.42	\$1,449.72	\$1,373.01	\$1,296.31	