

October 27, 2016

TCRS 2016-01: Selected Pension Plan Limitations for 2017

SELECTED PENSION PLAN LIMITATIONS FOR 2013 – 2017

Benefit Limit	2013	2014	2015 and 2016	2017
IRC §415(b)(1)(A) Defined Benefit Dollar Limit for Plan Years Ending in	\$205,000	\$210,000	\$210,000	\$215,000 ¹
IRC §415(c)(1)(A) Defined Contribution Dollar Limit for Plan Years Ending in	\$51,000	\$52,000	\$53,000	\$54,000 ²
Elective Deferral Limit for 401(k), 403(b) and 457(b) Plans IRC §§402(g)(1), 457(e)(15)	\$17,500	\$17,500	\$18,000	\$18,000 ³
Catch-Up Limit for 401(k), 403(b) and 457(b) (gov. only) Plans (age 50+)	\$5,500	\$5,500	\$6,000	\$6,000 ⁴
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC §408(k)(2)(C)	\$550	\$550	\$600	\$600
Maximum Compensation Limit for SEPs - IRC §§408(k)(3)(C), 408(k)(6)(D)(ii), Qualified Plans, IRC §§401(a)(17), 404(l) Plan Years beginning in	\$255,000	\$260,000	\$265,000	\$270,000 ⁵
Highly Compensated Employee Definitional Limits IRC §414(q)(1)(B)	\$115,000	\$115,000	\$120,000	\$120,000 ⁶
ESOP Payout Limits IRC §409(o)(1)(C)(ii)	\$205,000 \$1,035,000	\$210,000 \$1,050,000	\$210,000 \$1,070,000	\$215,000 ⁷ \$1,080,000 ⁸
SS Taxable Wage Base	\$113,700	\$117,000	\$118,500	\$127,200
Contribution Limit for SIMPLE IRC §408(p)(2)(E)	\$12,000	\$12,000	\$12,500	\$12,500 ⁹
Catch-Up Limits for SIMPLE 401(k) Plan (age 50+)	\$2,500	\$2,500	\$3,000	\$3,000 ¹⁰
Key Employee Officer Comp. IRC §416(i)(1)(A)(i)	\$165,000	\$170,000	\$170,000	\$175,000 ¹¹
Contribution Limit to an IRA	\$5,500	\$5,500	\$5,500	\$5,500
Catch-Up Limit to an IRA (age 50+)	\$1,000	\$1,000	\$1,000	\$1,000

Legend:

- ¹ The benefit limit is the lesser of (i) the 2017 dollar limit, or (ii) 100% of the employee's average compensation for his high 3 years.
- ² The benefit limit is the lesser of (i) the 2017 dollar limit, or (ii) 100% of employee compensation. NOTE: 1. The 100% is reduced to 25% for SEPs by the contribution limitations of IRC §402(h)(2)(A), and 2. SIMPLEs are not subject to IRC §415.
- ³ COLA increase, if any, is in \$500 increments.
- ⁴ COLA increase, if any, is in \$500 increments.
- ⁵ COLA increase, if any, is in \$5,000 increments.
- ⁶ For determining HCE's in 2017, use the 2016 Compensation (\$120,000), due to the look-back year rule.
- ⁷ Amount used to determine the lengthening of the 5-year distribution period.
- ⁸ Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- ⁹ COLA increase, if any, is in \$500 increments.
- ¹⁰ COLA increase, if any, is in \$500 increments.
- ¹¹ Compensation for plan year ending on the determination date (last day of the prior plan year).