

**2016 Limits Announced**

Item	2015 Limit	2016 Limit
<b>Retirement</b>		
Section 401(k)/403(b)/457(b)(2) elective deferrals	\$18,000	\$18,000
401(k) or 403(b) age 50+ catch up contributions	6,000	6,000
SIMPLE elective deferrals	12,500	12,500
SIMPLE age 50+ catch up contributions	3,000	3,000
Section 415—Defined contribution plan maximum	53,000	53,000
Section 415—Defined benefit plan maximum	210,000	210,000
Section 414(q)(1)(B)—Highly compensated employee	120,000	120,000
Section 416 - Key employee definition	170,000	170,000
Section 401(a)(17) - Maximum includible compensation	265,000	265,000
<b>Social Security</b>		
FICA Taxable Wage Base (6.20%)	118,500	118,500
Medicare Taxable Wage Base (1.45%)	Unlimited	Unlimited
Item	2015 Limit	2016 Limit
<b>Health Flexible Spending Accounts</b>		
Annual contribution limit - Individual	\$2,550	\$2,550
<b>Health Savings Accounts</b>		
Annual contribution limit - Individual	\$3,350	\$3,350
Annual contribution limit - Family	6,650	6,750
Annual catch-up contribution limit (age 55 to 65)	1,000	1,000
Minimum deductible for HDHP - Individual	1,300	1,300
Minimum deductible for HDHP - Family	2,600	2,600
Maximum out-of-pocket for HDHP - Individual	6,450	6,550
Maximum out-of-pocket for HDHP - Family	12,900	13,100
Excise tax rate for taxable non-medical distribution	20%	20%
<b>Miscellaneous</b>		
Adoption credit (phases out based on AGI)	13,190	13,460
Transportation monthly benefit - Transit and vanpooling	130	255
Transportation monthly benefit - Parking	250	255

---

*Kushner & Company's mission is to help organizations "transform the workplace"—beginning with the recognition of the leader's vision. Our consulting and administration teams approach every opportunity with that vision in mind by learning as much as possible about the organization and industry. Our specific areas of expertise include HR Strategy, Organizational Development, and Total Rewards Consulting and Administration, including Health Care Reform (PPACA).*

For Your Benefit articles are provided as a service by [Kushner & Company](#) for the exclusive use of our clients and subscribers and should not be construed as legal or tax advice. If you would like to speak to someone about any of our services for your organization, please contact us at [info@kushnerco.com](mailto:info@kushnerco.com) or 800-KUSHNER, ext. 412 or visit [www.kushnerco.com](http://www.kushnerco.com)