



M Benefit Solutions
Bank Strategies®

An M Financial Group Company

Total Solutions for Attracting, Retaining, and Rewarding Top Talent

IRS ANNOUNCEMENT

QUALIFIED PENSION PLAN LIMITATIONS FOR 2016

NOVEMBER 2015

The Internal Revenue Service recently announced cost-of-living and statutory dollar limitations for qualified pension plans for 2016. Many of the limitations remain unchanged, including all of those listed below.

PROVISION	2015 LIMIT	2016 LIMIT
401(k) Elective Deferral Limit		
Annual employee contribution to 401(k) plans	\$18,000	\$18,000
Additional 401(k) contributions for employees age 50 or over	\$6,000	\$6,000
Maximum Compensation Limit		
The amount of annual compensation that can be taken into account when determining plan benefits	\$265,000	\$265,000
Defined Benefit Limit		
The maximum annual straight-life benefit at age 65 (not to exceed 100% of average annual compensation)	\$210,000	\$210,000
Defined Contribution Limit		
The maximum annual contribution to a defined contribution plan (not to exceed 100% of compensation)	\$53,000	\$53,000
Highly Compensated Employee Definition		
Dollar limit on who is considered a highly compensated employee	\$120,000	\$120,000

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SOCIAL SECURITY FACTS

The combined tax rate for Social Security and Medicare for an employee is 7.65%. The Social Security portion (OASDI) is 6.20% on earnings up to the applicable taxable maximum amount.

The Medicare portion (HI) is 1.45% on all earnings. There is an additional 0.9% Medicare tax on all earnings above certain threshold amounts (\$250,000 in wages for married filing jointly and \$200,000 for single taxpayers). These thresholds are not indexed for inflation. For a married couple, filing a joint return, the additional 0.9% tax is on the combined earnings of the employee and the employee's spouse.

TAX RATES	2015	2016
Employee	7.65%	7.65%
Self-Employed	15.30%	15.30%

MAXIMUM TAXABLE EARNINGS	2015	2016
Social Security (OASDI only)	\$118,500	\$118,500
Medicare (HI only)	No Limit	No Limit



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