

2017 BENEFIT LIMITS FOR HEALTH & WELFARE PLANS

Every year, the U.S. Government sets new limits for various benefit programs to reflect inflation and changes in the law. Following are the limits announced for 2017. Employers should review their benefit plans to ensure they reflect these new limits.

Retirement Plans	2016	2017
Limits On Benefits And Contributions:		
o Defined benefit plan, basic limit	\$210,000	\$215,000
o Defined contribution plan, basic limit	\$53,000	\$54,000
o 401(k) and 403(b) plans, elective deferrals	\$18,000	\$18,000
o 457(b) plans, elective deferrals	\$18,000	\$18,000
o SIMPLE plans, elective deferrals	\$12,500	\$12,500
o Annual compensation limit	\$265,000	\$270,000
Catch-Up Contributions		
o 401(k), 403(b) or governmental 457 plans	\$6,000	\$6,000
o SIMPLE plans	\$3,000	\$3,000
"Highly Compensated" Definition	\$120,000	\$120,000
"Officer" Or "Key Employee" Definition	\$170,000	\$175,000

Health Savings Accounts	2016	2017
Contributions		
o Individual	\$3,350	\$3,400
o Family	\$6,750	\$6,750
Minimum Annual Deductible		
o Self-Only	\$1,300	\$1,300
o Family	\$2,600	\$2,600
Out-of-Pocket Maximums (OOPM)		
o Self-Only	\$6,550	\$6,550
o Family	\$13,100	\$13,100
Post-55 Catch-Up Limit	\$1,000	\$1,000

Non-HSA Qualified Plans	2016	2017
Out-of-Pocket Maximums (OOPM)		
o Self-Only	\$6,850	\$7,150
o Other than self-only coverage	\$13,700	\$14,300

Medicare	2016	2017
Part A (Hospital Insurance):		
o Inpatient deductible	\$1,288	\$1,316
o Daily Coinsurance, Days 61-90	\$322	\$329
o Daily Coinsurance, Days 91-150 Lifetime Reserve	\$644	\$658
o Daily Coinsurance, Skilled Nursing Facility ¹ .	\$161	\$164.50
Part B (Supplementary Medical Insurance):		
o Monthly premium	\$104.90	\$109
o Deductible	\$166	\$183
Part D (Prescription Drug Benefit):		
o Base Part D Premium	\$34.10	\$35.63
o Maximum Annual Deductible	\$360	\$400
o Initial Coverage Limit	\$3,310	\$3,700
o Annual Out-Of-Pocket Threshold	\$4,850	\$4,950
o Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$2.95 generic	\$3.30 generic
	\$7.40 other	\$8.25 other

Medical Savings Accounts	2016	2017
Individual Deductible Range	\$2,250 – \$3,350	\$2,250 – \$3,350
Individual Out-Of-Pocket Maximum	\$4,450	\$4,450
Family Deductible Range	\$4,450 – \$6,700	\$4,500 – \$6,750
Family Out-Of-Pocket Maximum	\$8,150	\$8,250

Long Term Care Insurance Deductible Premiums	2016	2017
Age:		
o 40 or less	\$390	\$410
o 41-50	\$730	\$770
o 51-60	\$1,460	\$1,530
o 61-70	\$3,900	\$4,090
o Over 70	\$4,870	\$5,110

¹ For days 21-100. Days 1-20 is \$0 for each benefit period.

Flexible Spending Accounts	2016	2017
Dependent Care	\$5,000	\$5,000
Medical	\$2,550	\$2,600

Qualified Transportation Fringe Benefit	2016	2017
Parking	\$255	\$255
Transit Pass/ Commuter Vehicle	\$130	\$255

Control Employee Definition for Commuting Valuation	2016	2017
Officer Compensation	\$105,000	\$105,000
Employee Compensation	\$215,000	\$215,000

Affordable Care Act (ACA)	2016	2017
4980H(a) Penalty	\$2,160	\$2,260
4980H(b) Penalty	\$3,240	\$3,390
FPL Affordability Safe Harbors	²	³
- FPL for Single individual	\$11,770	\$11,880
- Maximum monthly contribution	\$93.18	\$95.93
Affordability		
- Affordability threshold under 4980H affordability safe harbors	9.66%	9.69%
- Affordability threshold for eligibility of premium tax credits	9.66%	9.69%
- Affordability threshold under Individual Mandate	8.13%	8.16%

For questions regarding this *Briefing*, please contact your Keenan HealthCare Account Manager.

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² Use 2016 poverty guidelines to determine affordability.

³ Use 2016 poverty guidelines to determine affordability.