

January 2011 Advisory

Employee Benefit Plan Amounts for 2011



Below are the recently released inflation-adjusted amounts for selected plan limits as well as the limits for the two prior years. Social Security rates and bases are also shown. As with prior years, this is intended as a reference tool for our clients and is not tax or legal advice.

If you have any questions about this material, please contact a Health & Welfare Specialist or Qualified Plans Specialist, toll-free at 877-564-4300.

	2009	2010	2011	
Social Security				
* Reduction in SS Tax rate is for 2011 only and applies to the employee's, not the employer's contribution.	Employee's Social Security Tax Rate	6.2%	6.2%	4.2% *
	Social Security Taxable Wage Base [SSA-OASDI]	\$106,800	\$106,800	\$106,800
	Medicare Tax Rate	1.45%	1.45%	1.45%
	Medicare Wage Base	No Limit	No Limit	No Limit
Retirement Plans				
	401(k) & 403(b) Elective Deferral Cap [IRC Sec. 402(g)(1)]	\$16,500	\$16,500	\$16,500
	401(k) & 403(b) Over Age 50 Catch-up Contributions [414(v)(2)(B)(i)]	\$5,500	\$5,500	\$5,500
	"Highly Compensated Employee" [IRC Sec. 414(q)(1)(B)] Indexed Threshold	\$110,000	\$110,000	\$110,000
	Key Employee [IRC Sec. 416(i)(1)(A)(i)]	\$160,000	\$160,000	\$160,000
	Compensation for Qualified Plan Purposes [IRC Sec. 401(a)(17)/404(l)]	\$245,000	\$245,000	\$245,000
	Benefits Under a Defined Benefit Plan [IRC Sec. 415(b)(1)(A)]	\$195,000	\$195,000	\$195,000
	Contributions to a Defined Contribution Plan [IRC Sec. 415(c)(1)(A)]	\$49,000	\$49,000	\$49,000
	SIMPLE Contribution Limit [408(p)(2)(E)]	\$11,500	\$11,500	\$11,500
	SIMPLE Catch-up Contributions [414(v)(2)(B)(ii)]	\$2,500	\$2,500	\$2,500
Health Savings Accounts (HSAs) & High Deductible Health Plans (HDHPs)				
	HDHP Minimum Deductible Amount - Individual	\$1,150	\$1,200	\$1,200
	- Family	\$2,300	\$2,400	\$2,400
	HDHP Maximum Out-of-Pocket Amount - Individual	\$5,800	\$5,950	\$5,950
	- Family	\$11,600	\$11,900	\$11,900
	HSA Statutory Contribution Amount - Individual	\$3,000	\$3,050	\$3,050
	- Family	\$5,950	\$6,150	\$6,150
	Catch-up Contributions (age 55 or older)	\$1,000	\$1,000	\$1,000

HSA contributions are subject to the Medicare Prescription Drug Improvement and Modernization Act (MMA)

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