

Federal Tax Quick Reference Guide



MetLife

Federal Tax Rate Tables for 2016

Potential income tax is estimated by multiplying the applicable percentage by the taxable income (gross income less deductions and exemptions) in each respective rate. For example, a taxpayer with \$80,000 in taxable income (with a filing status of Married Filing Jointly) will calculate income tax as follows: $\$10,367.50 + (25\% \times \$4,700) = \$11,542.50$. Note: a more accurate estimate can be obtained by completing Form 1040.

Married Filing Jointly and Surviving Spouses

0 – \$18,550	10% of the taxable income
Over \$18,550 – but not over \$75,300	\$1,855 plus 15% of the excess over \$18,550
Over \$75,300 – but not over \$151,900	\$10,367.50 plus 25% of the excess over \$75,300
Over \$151,900 – but not over \$231,450	\$29,517.50 plus 28% of the excess over \$151,900
Over \$231,450 – but not over \$413,350	\$51,791.50 plus 33% of the excess over \$231,450
Over \$413,350 – but not over \$466,950	\$111,818.50 plus 35% of the excess over \$413,350
Over \$466,950	\$130,578.50 plus 39.6% of the excess over \$466,950

Unmarried Individual (Other than Head of Household & Qualifying Widow(er))

0 – \$9,275	10% of the taxable income
Over \$9,275 – but not over \$37,650	\$927.50 plus 15% of the excess over \$9,275
Over \$37,650 – but not over \$91,150	\$5,183.75 plus 25% of the excess over \$37,650
Over \$91,150 – but not over \$190,150	\$18,558.75 plus 28% of the excess over \$91,150
Over \$190,150 – but not over \$413,350	\$46,278.25 plus 33% of the excess over \$190,150
Over \$413,350 – but not over \$415,050	\$119,934.75 plus 35% of the excess over \$413,350
Over \$415,050	\$120,529.75 plus 39.6% of the excess over \$415,050

Married Filing Separately

0 – \$9,275	10% of the taxable income
Over \$9,275 – but not over \$37,650	\$927.50 plus 15% of the excess over \$9,275
Over \$37,650 – but not over \$75,950	\$5,183.75 plus 25% of the excess over \$37,650
Over \$75,950 – but not over \$115,725	\$14,758.75 plus 28% of the excess over \$75,950
Over \$115,725 – but not over \$206,675	\$25,895.75 plus 33% of the excess over \$115,725
Over \$206,675 – but not over \$233,475	\$55,909 plus 35% of the excess over \$206,675
Over \$233,475	\$65,289.25 plus 39.6% of the excess over \$233,475

Head of Household

0 – \$13,250	10% of the taxable income
Over \$13,250 – but not over \$50,400	\$1,325 plus 15% of the excess over \$13,250
Over \$50,400 – but not over \$130,150	\$6,897.50 plus 25% of the excess over \$50,400
Over \$130,150 – but not over \$210,800	\$26,835 plus 28% of the excess over \$130,150
Over \$210,800 – but not over \$413,350	\$49,417 plus 33% of the excess over \$210,800
Over \$413,350 – but not over \$441,000	\$116,258.50 plus 35% of the excess over \$413,350
Over \$441,000	\$125,936 plus 39.6% of the excess over \$441,000

Tax Rate Tables for 2016 (continued)

Trusts and Estates	
0 – \$2,550	15% of the taxable income
Over \$2,550 – but not over \$5,950	\$382.50 plus 25% of the excess over \$2,550
Over \$5,950 – but not over \$9,050	\$1,232.50 plus 28% of the excess over \$5,950
Over \$9,050 – but not over \$12,400	\$2,100.50 plus 33% of the excess over \$9,050
Over \$12,400	\$3,206 plus 39.6% of the excess over \$12,400

AMT Exemptions	
Exemption amounts for Alternative Minimum Tax (AMT)	
Joint returns or surviving spouses	\$83,800
Unmarried individuals (other than surviving spouses)	\$53,900
Married individuals filing separately	\$41,900
Estates and trusts	\$23,900
Amounts used to determine the phaseout of the exemption amounts:	
Joint returns or a surviving spouse	\$159,700
Unmarried individuals (other than surviving spouses)	\$119,700
Married individuals filing separate returns and estates and trusts	\$79,850

Source: Rev Proc 2014-61

Capital Gains Taxes	
Short term capital gain (capital asset held one year or less)	Ordinary income rates
Long term capital gain (capital asset held one year and one day or longer)	0% for taxpayers in the 10% & 15% bracket
	15% for taxpayers in the 25–35% tax brackets ¹
	20% for taxpayers in the 39.6% tax bracket ¹
Qualified dividends	Applicable long term capital gains rates
¹ Certain capital assets, such as collectibles, are subject to higher capital gain rates.	

Net Investment Income Tax	
3.8% surtax on lesser of MAGI or net investment income above the thresholds	
Single filers or head of household	\$200,000
Married filers	\$250,000
Trusts & estates	\$12,400
Married filing separately	\$125,000

Gift, Estate & Generation Skipping Tax Exemption		
Gift tax annual exclusion	\$14,000 per donee	
Gift tax exclusion to non-citizen spouse	\$147,000	
Gift tax lifetime exclusion	\$5,450,000 per individual	\$10,900,000 per married couple
Top gift, estate and GST tax rate	40%	
Estate tax exemption	\$5,450,000 per individual	\$10,900,000 per married couple
Generation skipping tax	\$5,450,000	
Step up in basis on death	Unlimited	

Personal Exemption		
Personal exemption	\$4,050	
Filing status	AGI – beginning of phaseout	AGI – completed phaseout
Married filing jointly and surviving spouses	\$311,300	\$433,800
Heads of households	\$285,350	\$407,850
Individuals (other than surviving spouses and heads of households)	\$259,400	\$381,900
Married filing separately	\$155,650	\$216,900

Itemized Deductions Phaseouts	
Filing status	AGI
Married filing jointly and surviving spouses	\$311,300
Married filing separately	\$155,650
Head of household	\$285,350
Individual (other than surviving spouses and heads of households)	\$259,400
Per diem limitation for long term care payments: \$330 per day	

Tax Rate Tables for 2016 (continued)

Standard Deduction	
Married filing jointly and surviving spouses	\$12,600
Unmarried individual	\$6,300
Married filing separately	\$6,300
Head of household	\$9,300

Social Security & Medicare Taxes	Rate	Amount
Maximum wages subject to Social Security (OASDI) tax	6.2%	\$118,500
Wages subject to HI (Medicare) tax	1.45%	Unlimited
Self employed wages subject to Social Security (OASDI) tax	12.4%	\$118,500
Self employed wages subject to HI (Medicare) tax	2.9%	Unlimited
Wages above threshold amount subject to additional tax	0.9%	Unlimited
Filing status	Threshold amount	
Married filing jointly	\$250,000	
Married filing separately	\$125,000	
Single	\$200,000	
Head of household (with qualifying person)	\$200,000	
Qualifying widow(er) with dependent child	\$200,000	

Kiddie Tax (on unearned income of dependent children age 23 and younger)		
Tax on the first	\$1,050	0%
Tax on the next	\$1,050	Child's tax rate
Tax on amounts in excess of	\$2,100	Parent's tax rate

Provisional Income Calculation for Taxability of Social Security Benefits

Single Filers	
Income* \$25,000 or less	0% taxable
Income* between \$25,000 – \$34,000	Up to 50% taxable
Income* above \$34,000	Up to 85% taxable

Married (Filing Jointly)	
Income* \$32,000 or less	0% taxable
Income* between \$32,000 – \$44,000	Up to 50% taxable
Income* above \$44,000	Up to 85% taxable

Married (Filing Separately)	
Did not live apart from his/her spouse for the entire year	Up to 85% taxable
Lived apart from his/her spouse for the entire year	Treated as single filer

* Income is defined as Modified AGI (which is AGI determined, for purposes of taxing social security benefits, without regard to certain deductions and exclusions and increased by the taxpayer's tax exempt interest for the year) + ½ of Social Security benefits

Required Minimum Distributions

The Required Minimum Distribution (RMD) is generally calculated each year by dividing the IRA or qualified employer plan account balance as of the close of business on December 31st of the preceding year by the applicable distribution period or life expectancy. The owner/participant must generally start receiving required minimum distributions when he or she reaches age 70½. However, for certain qualified employer plans, the participants (other than a 5% or more owner of the employer sponsoring the plan) may be permitted to delay taking the required minimum distributions until the later of when he or she reaches age 70½ or retires from employment with the plan sponsor.

The **Uniform Lifetime** table may be used for determining the distribution period of lifetime distributions to an employee in situations which the employee's spouse is either not the sole designated beneficiary or is the sole designated beneficiary but is not more than 10 years younger than the employee.

Uniform Lifetime Table					
Age	Life expectancy	Percentage	Age	Life expectancy	Percentage
70	27.4	3.65%	93	9.6	10.42%
71	26.5	3.77%	94	9.1	10.99%
72	25.6	3.91%	95	8.6	11.63%
73	24.7	4.05%	96	8.1	12.35%
74	23.8	4.20%	97	7.6	13.16%
75	22.9	4.37%	98	7.1	14.08%
76	22	4.55%	99	6.7	14.93%
77	21.2	4.72%	100	6.3	15.87%
78	20.3	4.93%	101	5.9	16.95%
79	19.5	5.13%	102	5.5	18.18%
80	18.7	5.35%	103	5.2	19.23%
81	17.9	5.59%	104	4.9	20.41%
82	17.1	5.85%	105	4.5	22.22%
83	16.3	6.13%	106	4.2	23.81%
84	15.5	6.45%	107	3.9	25.64%
85	14.8	6.76%	108	3.7	27.03%
86	14.1	7.09%	109	3.4	29.41%
87	13.4	7.46%	110	3.1	32.26%
88	12.7	7.87%	111	2.9	34.48%
89	12	8.33%	112	2.6	38.46%
90	11.4	8.77%	113	2.4	41.67%
91	10.8	9.26%	114	2.1	47.62%
92	10.2	9.80%	115+	1.9	52.63%

Source: IRS Publication 590



The **Single Lifetime** table may be used for determining the life expectancy of an individual. The uniform lifetime table is generally used (as discussed later) to determine the required minimum distribution from an individual account plan, such as an IRA. The Single Lifetime table may be used in calculating the minimum withdrawal for an individual who has inherited an IRA or nonqualified annuity and has elected the “beneficiary stretch” option.

Single Lifetime Table

Age	Life expectancy	Percentage	Age	Life expectancy	Percentage	Age	Life expectancy	Percentage	Age	Life expectancy	Percentage
0	82.4	1.21%	28	55.3	1.81%	56	28.7	3.48%	84	8.1	12.35%
1	81.6	1.23%	29	54.3	1.84%	57	27.9	3.58%	85	7.6	13.16%
2	80.6	1.24%	30	53.3	1.88%	58	27	3.70%	86	7.1	14.08%
3	79.7	1.25%	31	52.4	1.91%	59	26.1	3.83%	87	6.7	14.93%
4	78.7	1.27%	32	51.4	1.95%	60	25.2	3.97%	88	6.3	15.87%
5	77.7	1.29%	33	50.4	1.98%	61	24.4	4.10%	89	5.9	16.95%
6	76.7	1.30%	34	49.4	2.02%	62	23.5	4.26%	90	5.5	18.18%
7	75.8	1.32%	35	48.5	2.06%	63	22.7	4.41%	91	5.2	19.23%
8	74.8	1.34%	36	47.5	2.11%	64	21.8	4.59%	92	4.9	20.41%
9	73.8	1.36%	37	46.5	2.15%	65	21	4.76%	93	4.6	21.74%
10	72.8	1.37%	38	45.6	2.19%	66	20.2	4.95%	94	4.3	23.26%
11	71.8	1.39%	39	44.6	2.24%	67	19.4	5.15%	95	4.1	24.39%
12	70.8	1.41%	40	43.6	2.29%	68	18.6	5.38%	96	3.8	26.32%
13	69.9	1.43%	41	42.7	2.34%	69	17.8	5.62%	97	3.6	27.78%
14	68.9	1.45%	42	41.7	2.40%	70	17	5.88%	98	3.4	29.41%
15	67.9	1.47%	43	40.7	2.46%	71	16.3	6.13%	99	3.1	32.26%
16	66.9	1.49%	44	39.8	2.51%	72	15.5	6.45%	100	2.9	34.48%
17	66	1.52%	45	38.8	2.58%	73	14.8	6.76%	101	2.7	37.04%
18	65	1.54%	46	37.9	2.64%	74	14.1	7.09%	102	2.5	40.00%
19	64	1.56%	47	37	2.70%	75	13.4	7.46%	103	2.3	43.48%
20	63	1.59%	48	36	2.78%	76	12.7	7.87%	104	2.1	47.62%
21	62.1	1.61%	49	35.1	2.85%	77	12.1	8.26%	105	1.9	52.63%
22	61.1	1.64%	50	34.2	2.92%	78	11.4	8.77%	106	1.7	58.82%
23	60.1	1.66%	51	33.3	3.00%	79	10.8	9.26%	107	1.5	66.67%
24	59.1	1.69%	52	32.3	3.10%	80	10.2	9.80%	108	1.4	71.43%
25	58.2	1.72%	53	31.4	3.18%	81	9.7	10.31%	109	1.2	83.33%
26	57.2	1.75%	54	30.5	3.28%	82	9.1	10.99%	110	1.1	90.91%
27	56.2	1.78%	55	29.6	3.38%	83	8.6	11.63%	111 & Over	1	100.00%

Source: IRS Publication 590

Traditional IRA and Roth IRA Contribution Limits

IRA & Roth IRA contributions (below age 50)	\$5,500*
IRA & Roth IRA catch-up (Age 50+)	\$1,000*

* This regular contribution limit applies in the aggregate to all the IRAs and Roth IRAs of which the individual is the owner. Note, however, these contributions are also limited in the aggregate to 100% of the compensation (or, if Married Filing Jointly, combined compensation) that's includable in the taxpayer's gross taxable income for that year.

Traditional IRA Contribution AGI/MAGI Phaseouts for Covered Employees

Filing status	Covered by employer plan	MAGI	Deductible?
Single/Head of household	No	Any amount	Yes
	Yes	$\leq \$61,000$	Yes
		$\$61,000 < \text{MAGI} < \$71,000$	Partial
		$\geq \$71,000$	No
Married filing jointly	Neither spouse covered	Any amount	Yes
	Both spouses covered	$\leq \$98,000$	Yes
		$\$98,000 < \text{MAGI} < \$118,000$	Partial
		$\geq \$118,000$	No
	One spouse covered, contribution for covered spouse	$\leq \$98,000$	Yes
		$\$98,000 < \text{MAGI} < \$118,000$	Partial
		$\geq \$118,000$	No
	One spouse covered, contribution for non-covered spouse	$\leq \$184,000$	Yes
		$\$184,000 < \text{MAGI} < \$194,000$	Partial
		$\geq \$194,000$	No
Married filing separately*	Neither spouse covered	Any	Yes
	Either spouse covered	$\$0 < \text{MAGI} < \$10,000$	Partial
		$\geq \$10,000$	No

* Maximum contribution is never 100% deductible

Roth IRA Contribution MAGI Phaseouts

Filing status	MAGI	Contribution?
Single/Head of household	$\leq \$117,000$	Full
	$\$117,000 < \text{MAGI} < \$132,000$	Partial
	$\geq \$132,000$	None
Married filing jointly	$\leq \$184,000$	Full
	$\$184,000 < \text{MAGI} < \$194,000$	Partial
	$\geq \$194,000$	None
Married filing separately	$\$0$	Full
	$\$0 < \text{MAGI} < \$10,000$	Partial
	$\geq \$10,000$	None

* Note the MAGI limit for Roth conversions has been eliminated

Qualified Plan Contribution Limits

Type	Employer contribution limit ¹	Employee contribution limit	Employee catch-up contribution* (age 50 and older)
SEP IRA	The lesser of 25% of each employee's compensation or \$53,000 (\$265,000 salary cap).	Employees participating in the SEP-IRA plan may make a Traditional IRA contribution of \$5,500 to their SEP-IRA account in 2016, if the plan permits	Employees participating in the SEP-IRA plan may make a Traditional IRA catch-up contribution of \$1,000 to their SEP-IRA account in 2016, if the plan permits
Profit sharing and money purchase plans (non-401(k) plans)	To satisfy the qualification requirements, the allocation for the year must be limited to lesser of 25% of compensation or \$53,000 per participant.	No elective deferrals. After tax voluntary employee contributions to money purchase plans may be allowed in accordance with the plan provisions.	none
457(b)	Employer and employee contributions combined cannot exceed 100% of compensation or \$18,000, whichever is less.	100% of compensation or \$18,000, whichever is less (combined limit for employer and employee contributions).	\$6,000 governmental; tax exempt n/a Special catch-up provisions may apply if the plan permits
SIMPLE 401(k)	Either (1) match deferrals dollar for dollar up to 3% of compensation (maximum match \$7,950) or (2) fixed non-elective contribution of 2% on first \$265,000.00.	100% of earned income up to \$12,500.	\$3,000
SIMPLE IRA	Match deferral dollar for dollar up to 3% of compensation or 2% (subject to \$265,000 salary cap) fixed non-elective contribution. ²	100% of earned income up to \$12,500.	\$3,000
Non-ERISA 403(b), Roth 403(b)	n/a	100% of compensation or \$18,000 whichever is less.	\$6,000
401(k), Roth 401(k)	To satisfy the qualification requirements, the contributions for the year must be limited to lesser of 100% of compensation or \$53,000 per participant.	100% of compensation or \$18,000 whichever is less.	\$6,000

* Special catch-up provisions may increase the contribution limit.

¹ In general, for most defined contribution qualified retirement plans (e.g., SEP IRA, Profit Sharing and Money Purchase plans) the employer's deduction is limited to 25% of participating payroll. Employer contributions in excess of the deductible amount are generally subject to a 10% excise tax.

² Note, however, a special rule permits the employer to elect a lower percentage matching SIMPLE IRA contribution for all eligible employees of not less than 1%, provided certain requirements are satisfied.

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