Benefits

Retirement Plan Contributions

Marshfield Clinic’s retirement benefits include the Employee’s Retirement and 401(k) Plans. As with Section 125 benefits discussed above, the IRS has limitations on maximum retirement plan contributions and the rules are as follows:

Rule #1:
Your 401(k) contribution may not exceed $18,000 in 2016.**
“Catch Ups” for employees age 50 and older will include an additional $6,000 for 2016. The limit is indexed for inflation thereafter.

Rule #2:
Retirement Plan contributions cannot exceed $53,000* annually. These contributions include the Clinic’s retirement and 401(k) contributions, and your own 401(k) contributions.

*Plus Catch Up if eligible.

Rule #3:
Retirement Plan contributions cannot exceed 100% of salary. Contributions include your own 401(k) contribution, the Clinic’s matching 401(k) contribution and Retirement Plan contribution.

• Participants may elect up to 100% of their compensation for 401(k) contributions. The actual amount deducted will first be adjusted to offset for compliance of Rules #1, #2, and #3, FICA tax, health, dental and any other scheduled payroll deductions.

• Compensation Limit: The amount of an employee’s compensation that can be considered for 401(k) and the Retirement Plan contribution is $208,000 for 2016.

• 2016 Social Security Wage Base: $118,500

Employee’s Retirement Plan of Marshfield Clinic (ERP)

Marshfield Clinic fully funds a retirement plan for the benefit of all eligible Marshfield Clinic Staff and Physicians. Staff and Physicians are automatically enrolled in the plan after two years of eligible employment and age 21. A year of eligible employment is a defined 12-month period during which a participant works 1,000 hours or more.

An eligible participant will receive a contribution equal to 11% of the participant’s compensation, plus an additional contribution equal to 5.7% of the participant’s compensation in excess of the Social Security Wage base. The amount of compensation considered for retirement plan contributions is limited. Marshfield Clinic’s compensation limit is reviewed periodically and adjusted at the discretion of the Board of Directors.

All participants are 100% vested in their accounts. Each participant selects how his or her account will be invested. Quarterly statements are sent to each plan participant. Contributions are deposited six weeks following the calendar quarter.