

# 2018 Annual Benefit Plan Limits

CONTRIBUTION & BENEFIT LIMITS		
	2017	2018
Section 401(k), 403(b), or 457(b) annual deferral	\$18,000	\$18,500
SIMPLE plan annual deferral	\$12,500	\$12,500
Section 415 maximums   Annual benefit from defined benefit plan	\$215,000	\$220,000
Section 415 maximums   Annual additions to defined contribution plan	\$54,000	\$55,000
Maximum IRA contribution	\$5,500	\$5,500
Catch-up contribution limits   Retirement Plan	\$6,000	\$6,000
Catch-up contribution limits   SIMPLE Plan	\$3,000	\$3,000
Catch-up contribution limits   IRA	\$1,000	\$1,000
COMPENSATION LIMITS		
	2017	2018
Annual compensation limit	\$270,000	\$275,000
Grandfathered governmental plan participants	\$400,000	\$405,000
Highly compensated employees   any employee <sup>1</sup>	\$120,000	\$120,000
Highly compensated employees   5 percent owner	no minimum	no minimum
Key employees   officer	\$175,000	\$175,000
Key employees   1 percent owner	\$150,000	\$150,000
Key employees   5 percent owner	no minimum	no minimum
Small Employer Health Insurance Credit Average Wage Phase-Out	\$26,200	\$26,700
SOCIAL SECURITY & MEDICARE LIMITS		
	2017	2018
Social Security   OASDI taxable wage base	\$127,200	\$128,700
Social Security   OASDI tax rate   employer	6.20%	6.20%
Social Security   OASDI tax rate   employee	6.20%	6.20%
Medicare tax rate   employer	1.45%	1.45%
Medicare tax rate   employee <sup>2</sup>	1.45%	1.45%
Maximum annual income w/out reducing SS Retirement Benefits   SSRA <sup>3</sup> or over	no limit	no limit
Maximum annual income w/out reducing SS Retirement Benefits   year of SSRA <sup>4</sup>	\$44,880	\$45,360
Maximum annual income w/out reducing SS Retirement Benefits   under SSRA	\$16,920	\$17,040
HEALTH PLAN LIMITS		
	2017	2018
Maximum Health FSA   employee deferral	\$2,600	\$2,650
Maximum Health FSA   carryover	\$500	\$500
Maximum HSA contribution   individual	\$3,400	\$3,450
Maximum HSA contribution   family	\$6,750	\$6,900
Maximum HSA contribution   catch-up	\$1,000	\$1,000
Minimum HDHP deductible   individual	\$1,300	\$1,350
Minimum HDHP deductible   family	\$2,600	\$2,700
Maximum HDHP out-of-pocket   individual	\$6,550	\$6,650
Maximum HDHP out-of-pocket   family	\$13,100	\$13,300
Maximum out-of-pocket (non-grandfathered plans)   individual	\$7,150	\$7,350
Maximum out-of-pocket (non-grandfathered plans)   family	\$14,300	\$14,700
Transitional Reinsurance Fee (per person)   only paid through the 2016 plan year	n/a	n/a

<sup>1</sup> Employer may elect to limit to top-paid 20%

<sup>2</sup> Due to the look-back rule, limit applies in determining HCEs during following year

<sup>3</sup> Employer must withhold additional 0.9% from compensation in excess of \$200,000

<sup>4</sup> Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit)

<sup>5</sup> No limit on earnings beginning the month an individual attains SSRA