



2018 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2017 Limit	2018 Limit
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
▪ 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
▪ SIMPLE plan	\$3,000	\$3,000
▪ IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$270,000	\$275,000
Grandfathered governmental plan participants	\$400,000	\$405,000
Highly compensated employees		
▪ any employee*	\$120,000**	\$120,000**
▪ 5 percent owner	no minimum	no minimum
* Employer may elect to limit to top-paid 20%		
** Due to the look-back rule, applies in determining HCEs during following year		
Key employees		
▪ officer	\$175,000	\$175,000
▪ 1 percent owner	\$150,000	\$150,000
▪ 5 percent owner	no minimum	no minimum
Small Employer Health Insurance Credit Average Wage Phase-Out	\$26,200	\$26,700

This information is brought to you by your Partner Firm of United Benefit Advisors, the nation's leading employee benefits advisory organization with more than 200 offices throughout the United States, Canada and the United Kingdom.



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Social Security/Medicare	2017 Limit	2018 Limit
▪ OASDI taxable wage base	\$127,200	\$128,400
▪ OASDI tax rate - employer	6.2%	6.2%
▪ OASDI tax rate - employee	6.2%	6.2%
▪ Medicare tax rate - employer	1.45%	1.45%
▪ Medicare tax rate - employee	1.45% ^{>}	1.45% ^{>}
Maximum income without reducing Social Security retirement benefits		
▪ SSRA* or over	no limit	no limit
▪ year individual attains SSRA*	\$44,880/yr. ^	\$45,360/yr. ^
▪ under SSRA*	\$16,920/yr.	\$17,040/yr.
^{>} Employer must withhold additional 0.9% from compensation in excess of \$200,000		
* Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit)		
^ No limit on earnings beginning the month an individual attains SSRA		
Health Plan Limits		
Maximum Health FSA		
▪ employee deferral	\$2,600	\$2,650
▪ carryover	\$500	\$500
Maximum HSA contribution		
▪ individual	\$3,400	\$3,450
▪ family	\$6,750	\$6,900
▪ catch-up	\$1,000	\$1,000
Minimum HDHP deductible		
▪ individual	\$1,300	\$1,350
▪ family	\$2,600	\$2,700
Maximum HDHP out-of-pocket		
▪ individual	\$6,550	\$6,650
▪ family	\$13,100	\$13,300
Maximum out-of-pocket (non-grandfathered plans)		
▪ individual	\$7,150	\$7,350
▪ family	\$14,300	\$14,700
Transitional Reinsurance Fee (per person)	Only paid through the 2016 plan year.	