

# Employee Benefit Plan Limits for 2019

Findley is pleased to provide you the following 2019 limits (and comparable 2018 figures) for various employee benefit plans and Social Security.

<b>Employee Benefit Plans</b>	<b>2018</b>	<b>2019</b>
401(k) elective deferral dollar limit .....	\$ 18,500	\$ 19,000
403(b) elective deferral dollar limit .....	\$ 18,500	\$ 19,000
457 eligible plan maximum deferral limit.....	\$ 18,500	\$ 19,000
401(k), 403(b), state and local government 457, and 408(p)		
catch-up elective deferral (must be at least age 50).....	\$ 6,000	\$ 6,000
Defined benefit plans - maximum annual benefit .....	\$ 220,000	\$225,000
Defined contribution plans - maximum annual addition .....	\$ 55,000	\$ 60,000
Annual compensation limit .....	\$ 275,000	\$280,000
Highly compensated employee <sup>2</sup> .....	\$ 120,000	\$125,000
SIMPLE retirement accounts - maximum elective deferrals .....	\$ 12,500	\$ 13,000
Key Employee.....	\$ 175,000	\$180,000

<b>Social Security</b>	<b>2018</b>	<b>2019</b>
Social Security taxable wage base <sup>3</sup> .....	\$ 128,400	\$ 132,900
Exempt earnings under the Social Security earnings test		
• Under Social Security retirement age (SSRA) <sup>4, 5</sup> .....	\$ 17,040	\$ 17,640
• Year in which SSRA is attained <sup>6</sup> .....	\$ 3,780/mo.	\$ 3,910/mo.
• SSRA and older.....	all	all

<sup>1</sup> May be increased by as much as \$3,000 in certain situations.

<sup>2</sup> Compensation threshold used to determine next year's HCEs.

<sup>3</sup> Employers and employees each pay 6.2% Social Security tax on earnings up to this level. All earnings are subject to an additional 1.45% Medicare tax, which is also paid by both employers and employees. Medicare tax rate increases by .9% if the taxpayer's AGI exceeds: \$250,000 if filing a joint return; \$125,000 if married filing separately, and \$200,000 for any other filing status.

<sup>4</sup> SSRA for those born 1943 through 1954 is 66. SSRA increases to age 67 for those with later birthyears.

<sup>5</sup> In general, \$1 of the Social Security benefit is lost for each \$2 of earnings over threshold before the year SSRA is attained.

<sup>6</sup> In the year SSRA is attained, \$1 of the Social Security benefit is lost for each \$3 of earnings over the threshold during the months before the individual's SSRA occurs.

<b>Part D Standard Benefit</b>	<b>2018</b>	<b>2019</b>
Deductible .....	\$ 405	\$ 415
Initial Coverage Limit .....	\$ 3,750	\$ 3,820
Maximum out-of-pocket threshold .....	\$ 5,000	\$ 5,100
Spending before catastrophic coverage .....	\$ 7,508.75	\$ 7,653.75
Retiree drug subsidy (RDS) amounts .....		
Cost threshold .....	\$ 405	\$ 415
Cost limit .....	\$ 8,350	\$ 8,500

<b>Health Savings Accounts</b>	<b>2018</b>	<b>2019</b>
Minimum deductible to be a qualified high deductible health plan		
Self-only coverage .....	\$ 1,350	\$ 1,350
Family coverage .....	\$ 2,700	\$ 2,700
Maximum annual HSA contribution (excluding catch-up contribution)		
Self-only coverage .....	\$ 3,450	\$ 3,500
Family coverage .....	\$ 6,900	\$ 7,000
Annual catch-up contribution for individuals age 55 or older (per person)	\$ 1,000	\$ 1,000
Out-of-pocket maximums .....		
Self-only coverage .....	\$ 6,650	\$ 6,750
Family coverage .....	\$ 13,300	\$ 13,500

**For More Information**

If you have questions or would like more information about the new employee benefit plan limits, or to obtain historical information, please visit [www.findley.com](http://www.findley.com) or contact Jason Rothman, JD, at 216.875.1907 or [Jason.Rothman@findley.com](mailto:Jason.Rothman@findley.com).