

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% owner in prior year	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	\$26,200

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Social Security/Medicare	2017 Limit	2018 Limit
▪ OASDI taxable wage base	\$127,200	\$128,700
▪ 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
Qualified Commuter Parking and Mass Transit		
▪ monthly limit	\$255	\$260
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

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