



THE BENEFIT COMPANY

# 2019 Annual Tax Benefit Levels

We are pleased to release the new 2019 Annual Tax Benefit levels. Call us if we can be of assistance in leveraging any of these tax efficient tools and strategies for the benefit of your organization.



Contribution & Benefit Limits	2018 Limit	2019 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$18,500	\$19,000
SIMPLE plan annual deferral	\$12,500	\$13,000
Section 415 maximums		
• Annual benefit from defined benefit plan	\$220,000	\$225,000
• Annual additions to defined contribution plan	\$55,000	\$56,000
Maximum IRA contribution	\$5,500	\$6,000
Catch-up contribution limits		
• Retirement plan	\$6,000	\$6,000
• SIMPLE plan	\$3,000	\$3,000
• IRA	\$1,000	\$1,000
Maximum Recognizable Compensation	\$275,000	\$280,000
Highly compensated employees	\$120,000	\$125,000
Social Security/Medicare		
• OASDI taxable wage base	\$128,400	\$132,900
• 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% <sup>&gt;</sup>	1.45% <sup>&gt;</sup>
Maximum income without reducing Social Security retirement benefits		
• SSRA* or over	no limit	no limit
• year individual attains SSRA*	\$45,360/yr. <sup>^</sup>	\$46,920/yr. <sup>^</sup>
• under SSRA*	\$17,040/yr.	\$17,640/yr.
<small>&gt; 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</small>		
Health Plan Limits		
• Small Employer Health Insurance Credit Average Wage Phase-Out	\$26,600	\$27,100
Maximum FSA Contribution		
• employee deferral (Healthcare)	\$2,650	\$2,700
• carryover (Healthcare)	\$500	\$500
• employee deferral (Dependent Care)	\$5,000	\$5,000
Maximum HSA contribution		
• individual	\$3,450	\$3,500
• family	\$6,850	\$7,000
• catch-up	\$1,000	\$1,000
Minimum HDHP deductible		
• individual	\$1,350	\$1,350
• family	\$2,700	\$2,700
Maximum HDHP out-of-pocket		
• individual	\$6,650	\$6,750
• family	\$13,300	\$13,500
Maximum out-of-pocket (non-grandfathered plans)		
• individual	\$7,350	\$7,900
• family	\$14,700	\$15,800

