

QUICK BENEFIT FACTS

2019 RETIREMENT PLAN LIMITS

	2019	2018	2017
QUALIFIED RETIREMENT PLAN LIMITS			
401(k) & 403(b) elective deferrals	\$19,000	\$18,500	\$18,000
Catch-up contributions	\$6,000	\$6,000	\$6,000
Compensation limit	\$280,000	\$275,000	\$270,000
415 defined contribution annual limit	\$56,000	\$55,000	\$54,000
415 defined benefit maximum annuity	\$225,000	\$220,000	\$215,000
Highly compensated threshold	\$125,000	\$120,000	\$120,000
TRADITIONAL IRA LIMITS			
IRA maximum deductible amount	\$6,000	\$5,500	\$5,500
IRA catch-up contribution limit	\$1,000	\$1,000	\$1,000
PBGC PREMIUMS FOR SINGLE-EMPLOYER PLANS			
Flat rate per participant	\$80	\$74	\$69
Variable rate per \$1,000 of unfunded vested benefits	\$43	\$38	\$34
Per-participant variable-rate cap	\$541	\$523	\$517
SOCIAL SECURITY			
Taxable wage base	\$132,900	\$128,400	\$127,200
Cost-of-living adjustment	2.8%	2.0%	0.3%

Retirement plan limits

After applying statutory rounding rules, most limits will rise in 2019. Only the catch-up contribution limit will remain at the 2018 level.

IRA limits

After statutory rounding, the 2019 IRA maximum deductible contribution limit increases to \$6,000, up \$500 from 2018 levels. The IRA catch-up contribution limit is not adjusted for cost-of-living changes.

PBGC premiums

The 2019 single-employer flat-rate premium is set by statute. The 2019 variable premium rate equals the 2018 rate adjusted for one year's wage inflation, increased by \$4 and rounded. The 2019 per-participant variable-rate premium cap equals the 2018 cap adjusted for one year's wage inflation.

See reverse for 2019 health and fringe benefit limits

2019 HEALTH & FRINGE BENEFIT LIMITS

	2019	2018	2017
TAX-FREE QUALIFIED TRANSPORTATION FRINGE BENEFITS			
Monthly parking	\$265	\$260	\$255
Monthly transit passes or commuter highway vehicle	\$265	\$260	\$255
HEALTH FSA LIMIT			
Maximum salary reduction contribution	\$2,700	\$2,650	\$2,600
HSA AND HDHP LIMITS			
Self-only coverage			
Maximum tax-deductible HSA contribution	\$3,500	\$3,450	\$3,400
HDHP minimum annual deductible	\$1,350	\$1,350	\$1,300
HDHP out-of-pocket maximum	\$6,750	\$6,650	\$6,550
Family coverage			
Maximum tax-deductible HSA contribution	\$7,000	\$6,900	\$6,750
HDHP minimum annual deductible	\$2,700	\$2,700	\$2,600
HDHP out-of-pocket maximum	\$13,500	\$13,300	\$13,100
HSA catch-up contribution limit	\$1,000	\$1,000	\$1,000
ACA NONGRANDFATHERED GROUP HEALTH PLAN OUT-OF-POCKET MAXIMUM			
Self-only coverage	\$7,900	\$7,350	\$7,150
Family coverage			
Total out-of-pocket maximum	\$15,800	\$14,700	\$14,300
Embedded individual out-of-pocket maximum (if applicable)	\$7,900	\$7,350	\$7,150
ACA PLAY-OR-PAY ASSESSMENTS			
Not offering coverage	\$2,500	\$2,320	\$2,260
Offering coverage lacking minimum value or affordability	\$3,750	\$3,480	\$3,390
ACA PLAY-OR-PAY FEDERAL POVERTY LINE AFFORDABILITY SAFE HARBOR AMOUNT PER MONTH (48 CONTIGUOUS STATES & THE DISTRICT OF COLUMBIA)			
Calendar-year plans	\$99.75	\$96.07	\$95.93
Noncalendar-year plans	\$102.63	\$96.71	\$97.38
ACA EMPLOYER-PROVIDED COVERAGE AFFORDABILITY PERCENTAGES			
Maximum % income for least expensive self-only coverage with minimum value	9.86%	9.56%	9.69%

HSA and HDHP limits

In 2019, the tax-deductible HSA contribution limit and HDHP out-of-pocket maximums increase for both self-only and family coverage levels, while HDHP minimum annual deductibles are unchanged from the 2018 levels. The HSA catch-up limit has been set by statute to stay the same since 2009.

ACA monthly play-or-pay assessments

Under the Affordable Care Act (ACA)'s shared-responsibility rules, employers that don't offer most full-time employees some form of health coverage face paying one of two IRS assessments. The table shows the 2019 annual assessment amounts, although the assessment is incurred monthly.

Federal poverty line (FPL) amounts

Adjusted amounts for the ACA's play-or-pay FPL safe harbor apply on a plan-year, not calendar-year, basis. This means 2018 noncalendar-year plans will continue to use \$96.71/month to determine FPL affordability until their 2019 plan year begins.

Affordability, employer-provided coverage

For an individual to receive premium tax credits from a public exchange, the employer's lowest-cost self-only coverage with minimum value must exceed 9.5% (annually indexed) of household income. IRS applies the same indexing to the three safe harbor options (W-2, rate of pay, or FPL) available to determine affordability for employer shared-responsibility purposes.

See reverse for 2019 retirement limits