

QUICK BENEFIT FACTS

2018 RETIREMENT PLAN LIMITS

	2018	2017	2016
QUALIFIED RETIREMENT PLAN LIMITS			
401(k) & 403(b) elective deferrals	\$18,500	\$18,000	\$18,000
Catch-up contributions	\$6,000	\$6,000	\$6,000
Compensation limit	\$275,000	\$270,000	\$265,000
415 defined contribution annual limit	\$55,000	\$54,000	\$53,000
415 defined benefit maximum annuity	\$220,000	\$215,000	\$210,000
Highly compensated threshold	\$120,000	\$120,000	\$120,000
TRADITIONAL IRA LIMITS			
IRA maximum deductible amount	\$5,500	\$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	\$74	\$69	\$64
Variable rate per \$1,000 of unfunded vested benefits	\$38	\$34	\$30
Per-participant variable-rate cap	\$523	\$517	\$500
SOCIAL SECURITY			
Taxable wage base	\$128,400	\$127,200	\$118,500
Cost-of-living adjustment	2.0%	0.3%	0.0%

Retirement plan limits

After applying statutory rounding rules, most limits will rise in 2018. Only the catch-up contribution limit and highly compensated threshold will remain at 2017 levels.

IRA limits

After applying statutory rounding rules, 2018 IRA maximum deductible contribution limits will stay at 2017 levels. The IRA catch-up contribution limit is not adjusted for changes in the cost of living.

PBGC premiums

The 2018 single-employer flat-rate premium is set by statute. The 2018 variable premium rate equals the 2017 rate adjusted for one year's wage inflation, increased by \$4 and rounded. The 2018 per-participant variable-rate premium cap equals the 2017 cap adjusted for one year's wage inflation.

See reverse for 2018 health and fringe benefit limits



2018 HEALTH & FRINGE BENEFIT LIMITS

	2018	2017	2016
TAX-FREE QUALIFIED TRANSPORTATION FRINGE BENEFITS			
Monthly parking	\$260	\$255	\$255
Monthly transit passes or commuter highway vehicle	\$260	\$255	\$255
HEALTH FSA LIMIT			
Maximum salary reduction contribution	\$2,650	\$2,600	\$2,550
HSA AND HDHP LIMITS			
Self-only coverage			
Maximum tax-deductible HSA contribution	\$3,450	\$3,400	\$3,350
HDHP minimum annual deductible	\$1,350	\$1,300	\$1,300
HDHP out-of-pocket maximum	\$6,650	\$6,550	\$6,550
Family coverage			
Maximum tax-deductible HSA contribution	\$6,900	\$6,750	\$6,750
HDHP minimum annual deductible	\$2,700	\$2,600	\$2,600
HDHP out-of-pocket maximum	\$13,300	\$13,100	\$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			
	\$7,350	\$7,150	\$6,850
Family coverage			
Total out-of-pocket maximum	\$14,700	\$14,300	\$13,700
Embedded individual out-of-pocket maximum (if applicable)	\$7,350	\$7,150	\$6,850
ACA PLAY-OR-PAY ASSESSMENTS			
Not offering coverage	\$2,320	\$2,260	\$2,160
Offering coverage lacking minimum value or affordability	\$3,480	\$3,390	\$3,240
ACA PLAY-OR-PAY FEDERAL POVERTY LINE AFFORDABILITY SAFE HARBOR AMOUNT PER MONTH (48 CONTIGUOUS STATES & THE DISTRICT OF COLUMBIA)			
Calendar-year plans	\$96.07	\$95.93	\$94.74
Noncalendar-year plans	\$96.71	\$97.38	\$95.63
ACA EMPLOYER-PROVIDED COVERAGE AFFORDABILITY PERCENTAGES			
Max % income for least expensive self-only coverage w/ min. value	9.56%	9.69%	9.66%

HSA and HDHP limits

All annually adjusted HDHP and HSA minimums and maximums will increase slightly from their 2017 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 projected 2018 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 2017 noncalendar-year plans will continue to use \$97.38/month to determine FPL affordability until their 2018 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 2018 retirement limits

