

## IRS ANNUAL COST-OF-LIVING ADJUSTMENTS EMPLOYEE BENEFIT DOLLAR LIMITATIONS FOR 2019

**EFFECTIVE:  
JANUARY 1, 2019**

Making a few adjustments, the IRS has released the 2019 cost-of-living adjustments applicable to the dollar limits and thresholds for retirement plans and health and welfare benefit plans. Plan sponsors should update their systems and formulas to include the limits that have been adjusted.

RETIREMENT PLAN LIMITS	2018	2019
<b>ELECTIVE DEFERRALS</b>		
401(k) CONTRIBUTIONS	\$18,500	\$19,000
403(b) CONTRIBUTIONS	\$18,500	\$19,000
457 PLAN CONTRIBUTIONS	\$18,500	\$19,000
SIMPLE 401 (k) CONTRIBUTIONS	\$12,500	\$13,000
SIMPLE IRA CONTRIBUTIONS	\$12,500	\$13,000
<b>CATCH-UP CONTRIBUTIONS</b>		
401(k) CONTRIBUTIONS	\$6,000	\$6,000
403(b) CONTRIBUTIONS	\$6,000	\$6,000
457 PLAN CONTRIBUTIONS	\$6,000	\$6,000
SIMPLE 401 (k) CONTRIBUTIONS	\$3,000	\$3,000
SIMPLE IRA CONTRIBUTIONS	\$3,000	\$3,000
<b>415 ANNUAL ADDITIONS</b>		
DEFINED BENEFIT PLAN DOLLAR LIMIT	\$220,000	\$225,000
DEFINED CONTRIBUTION PLAN DOLLAR LIMIT	\$55,000	\$56,000
<b>401(a) (17) MAXIMUM ANNUAL PLAN COMPENSATION</b>	\$275,000	\$280,000
<b>414(q) HIGHLY COMPENSATED EMPLOYEE</b>	\$120,000	\$125,000
<b>TOP-HEAVY KEY EMPLOYEE</b>		
OFFICERS	\$175,000	\$180,000
1% OWNER	\$150,000	\$150,000
<b>IRAs</b>		
ANNUAL CONTRIBUTION LIMIT	\$5,500	\$6,000
CATCH-UP CONTRIBUTIONS	\$1,000	\$1,000
<b>FICA TAXABLE WAGE BASE</b>		
SOCIAL SECURITY (TAX RATE 6.2%)	\$128,700	\$132,900
MEDICARE (TAX RATE 1.45%)	NO LIMIT	NO LIMIT
HEALTH AND WELFARE BENEFIT PLAN LIMITS	2018	2019
<b>CONTRIBUTION LIMITS FOR HSAs</b>		
SINGLE - CONTRIBUTION TO HSAs	\$3,450	\$3,500
FAMILY - CONTRIBUTION TO HSAs (Changed)	\$6,900	\$7,000
CATCH-UP CONTRIBUTION (55+)	\$1,000	\$1,000

Source: IRS: Notice 2018-83.