

Benefit Plan and Payroll Limits for 2019

Set forth below are the 2019 and 2018 limitations for qualified plans and other benefit related items

	2019	2018
401(k), 403(b), 457(b)(2) and 457(c)(1) elective deferral limit	\$19,000	\$18,500
401(k), 403(b) and 457 catch-up contribution limit (if 50 or over)	\$6,000	\$6,000
Defined benefit plan max/Maximum annual pension	\$225,000	\$220,000
Defined contribution plan max/Maximum annual contribution	\$56,000	\$55,000
Qualified plan annual compensation limit	\$280,000	\$275,000
Highly compensated employee	\$125,000	\$120,000
Key employee - officer	\$180,000	\$175,000
SIMPLE retirement deferrals	\$13,000	\$12,500
FICA tax rate (OASDI and HI) *plus additional .9% HI on wages over \$200,000	Employee 7.65%* Employer 7.65%	Employee 7.65%* Employer 7.65%
Social Security taxable wage base (OASDI only)	\$132,900	\$128,400
ACA 4980H(a) "No Offer" penalty *projected	\$2,500*	\$2,320
ACA 4980H(b) "Not Affordable/Not Minimum Value" penalty *projected	\$3,750*	\$3,480
ACA affordability (percentage of household income)	9.86%	9.56%
ACA maximum out-of-pocket expenses for essential health benefits (non-grandfathered)	Individual \$ 7,900 Family \$15,800	Individual \$7,350 Family \$14,700
Healthcare FSA maximum salary reduction	\$ 2,700	\$2,650
Qualified High Deductible Health Plan (QHDHP) minimum deductible	Individual \$1,350 Family \$2,700	Individual \$1,350 Family \$2,700
Qualified High Deductible Health Plan (QHDHP) maximum out-of-pocket expenses	Individual \$6,750 Family \$13,500	Individual \$6,650 Family \$13,300
HSA maximum annual contribution	Individual \$3,500 Family \$7,000	Individual \$3,450 Family \$6,900
HSA catch-up contribution limit (if 55 or over)	\$1,000	\$1,000
Maximum income exclusion for employer-provided adoption assistance *revised in March 2018	\$14,080	\$13,810*
Qualified parking monthly limit	\$265	\$260
Transit passes/Vanpooling combined monthly limit	\$265	\$260
Standard mileage rate	\$.58	\$.545
Auto use for medical care	\$.20	\$.18