



CPAs & BUSINESS ADVISORS

Annual Plan Limits Table

	2018	2017
COMPENSATION	\$275,000	\$270,000
Limits on Benefits and Contributions		
Defined contribution plans	\$55,000	\$54,000
Cash Balance/Defined benefit plans	\$220,000	\$215,000
401(k), 403(b) and 457 plan elective deferrals	\$18,500	\$18,000
SIMPLE plan elective deferrals	\$12,500	\$12,500
IRA	\$5,500	\$5,500
Catch-up Contributions		
401(k), 403(b) and 457 plans	\$6,000	\$6,000
SIMPLE plans	\$3,000	\$3,000
IRA	\$1,000	\$1,000
"Highly Compensated" definition	\$120,000	\$120,000
"Key Employee" Definition		
Officer	\$175,000	\$175,000
1% owner	\$150,000	\$150,000
Social Security		
Taxable wage base	\$128,700	\$127,200
Social Security tax rate	6.20%	6.20%
Medicare tax rate	1.45%	1.45%
Combined tax rate	7.65%	7.65%
Section 132		
Mass Transit (monthly)	\$260	\$255
Parking (monthly)	\$260	\$255
Section 125		
Dependent Care (per family)	\$5,000	\$5,000
Health Care (per person)	\$2,650	\$2,600
Health Savings Accounts (HSA)		
Contribution Limit (Individual)	\$3,450	\$3,400
Contribution Limit (Family)	\$6,900	\$6,750
Catch-up Contributions	\$1,000	\$1,000
HDHP minimum deductible (Individual)	\$1,350	\$1,300
HDHP minimum deductible (Family)	\$2,700	\$2,600
Maximum Out-of-Pocket Expenses (Individual)	\$6,650	\$6,550
Maximum Out-of-Pocket Expenses (Family)	\$13,300	\$13,100