

2019 Annual Benefit Plan Amounts		
Contribution & Benefit Limits	2018 Limit	2019 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$18,500	\$19,000
SIMPLE plan annual deferral	\$12,500	\$13,000
Section 415 maximums		
▪ Annual benefit from defined benefit plan	\$220,000	\$225,000
▪ Annual additions to defined contribution plan	\$55,000	\$56,000
Maximum IRA contribution	\$5,500	\$6,000
Catch-up contribution limits		
▪ Retirement plan	\$6,000	\$6,000
▪ SIMPLE plan	\$3,000	\$3,000
▪ IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$275,000	\$280,000
Grandfathered governmental plan participants	\$405,000	\$415,000
Highly compensated employees		
▪ any employee*	\$120,000**	\$125,000**
▪ 5% owner in prior year	no minimum	no minimum
* Employer may elect to limit to top-paid 20%		
** Due to the look-back rule, applies in determining HCEs during following year		
Key employees		
▪ officer	\$175,000	\$180,000
▪ 1 percent owner	\$150,000	\$150,000
▪ 5 percent owner	no minimum	no minimum
Small Employer Health Insurance Credit Average Wage Phase-Out	\$26,200	\$27,100

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Social Security/Medicare	2018 Limit	2019 Limit
▪ OASDI taxable wage base	\$128,400	\$132,900
▪ OASDI tax rate – employer	6.2%	6.2%
▪ OASDI tax rate – employee	6.2%	6.2%
▪ Medicare tax rate – employer	1.45%	1.45%
▪ Medicare tax rate – employee	1.45% ^{>}	1.45% ^{>}
Maximum income without reducing Social Security retirement benefits		
▪ SSRA* or over	no limit	no limit
▪ year individual attains SSRA*	\$45,360/yr. [^]	\$46,920/yr. [^]
▪ under SSRA*	\$17,040/yr.	\$17,640/yr.
> Employer must withhold additional 0.9% from compensation in excess of \$200,000.		
* Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit).		
^ No limit on earnings beginning the month an individual attains SSRA.		
Health Plan Limits		
Maximum Health FSA		
▪ employee deferral	\$2,650	\$2,700
▪ carryover	\$500	\$500
Maximum HSA contribution		
▪ individual	\$3,450	\$3,500
▪ family	\$6,900	\$7,000
▪ catch-up	\$1,000	\$1,000
Qualified Commuter Parking and Mass Transit		
▪ monthly limit	\$260	\$265
Minimum HDHP deductible		
▪ individual	\$1,350	\$1,350
▪ family	\$2,700	\$2,700
Maximum HDHP out-of-pocket		
▪ individual	\$6,650	\$6,750
▪ family	\$13,300	\$13,500
Maximum out-of-pocket (non-grandfathered plans)		
▪ individual	\$7,350	\$7,900
▪ family	\$14,700	\$15,800

Cowden Associates, Inc.

Four Gateway Center ♦ 444 Liberty Avenue ♦ Suite 605 ♦ Pittsburgh, PA 15222

412.208.0482 ♦ 1.888.889.9432 ♦ www.cowdenassociates.com