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Important Limits for 2018

The following limits apply for 2018:

| <u>Health Savings Accounts:</u> | <u>2017</u> | <u>2018</u> |
|--|--------------------|--------------------|
| Maximum Contribution Amount | | |
| Individual | \$3,400 | \$3,450 |
| Family | \$6,750 | \$6,900 |
| Catch-Up Contributions (age 55 and older) | \$1,000 | \$1,000 |

Flexible Spending Accounts:

| | | |
|-------------------------------|---------|---------|
| Maximum Medical Reimbursement | \$2,600 | \$2,650 |
| Dependent Day Care | \$5,000 | \$5,000 |

Commuter Benefits:

The maximum monthly pre-tax limit for mass transit and parking will increase from \$255 in 2017 to \$260 in 2018.

Retirement Plans

| Item | IRC Reference | 2017 Limit | 2018 Limit |
|--|--------------------|------------|------------|
| 401(k) and 403(b) Employee Deferral Limit ¹ | 402(g)(1) | \$18,000 | \$18,500 |
| 457 Employee Deferral Limit | 457(e)(15) | \$18,000 | \$18,500 |
| Catch-up Contribution ² | 414(v)(2)(B)(i) | \$6,000 | \$6,000 |
| Defined Contribution Dollar Limit | 415(c)(1)(A) | \$54,000 | \$55,000 |
| Defined Benefit Dollar Limit | 415(b)(1)(A) | \$215,000 | \$220,000 |
| Compensation Limit ³ | 401(a)(17); 404(l) | \$270,000 | \$275,000 |
| Highly Compensated Employee Income Limit ⁴ | 414(q)(1)(B) | \$120,000 | \$120,000 |
| Key Employee/Officer | 416(i)(1)(A)(i) | \$175,000 | \$175,000 |
| Social Security Taxable Wage Base | | \$127,200 | \$128,700 |