

2018 Limits Announced

Item	2017 Limit	2018 Limit
Retirement		
Section 401(k)/403(b)/457(b)(2) elective deferrals	\$18,000	\$18,500
401(k) or 403(b) age 50+ catch up contributions	6,000	6,000
SIMPLE elective deferrals	12,500	12,500
SIMPLE age 50+ catch up contributions	3,000	3,000
Section 415—Defined contribution plan maximum	54,000	55,000
Section 415—Defined benefit plan maximum	215,000	220,000
Section 414(q)(1)(B)—Highly compensated employee	120,000	120,000
Section 416 - Key employee definition	175,000	175,000
Section 401(a)(17) - Maximum includible compensation	270,000	275,000
Social Security		
FICA Taxable Wage Base (6.20%)	\$127,200	\$128,400
Medicare Taxable Wage Base (1.45%)	Unlimited	Unlimited
Item	2017 Limit	2018 Limit
Health Care Flexible Spending Accounts		
Annual contribution limit - Individual	\$2,600	\$2,650
Health Savings Accounts (HSA)		
Annual contribution limit - Individual	\$3,400	\$3,450
Annual contribution limit - Family	6,750	6,900
Annual catch-up contribution limit (age 55 to 65)	1,000	1,000
Minimum deductible for HDHP - Individual	1,300	1,350
Minimum deductible for HDHP - Family	2,600	2,700
Maximum out-of-pocket for HDHP - Individual	6,550	6,650
Maximum out-of-pocket for HDHP - Family	13,100	13,300
Excise tax rate for taxable non-medical distribution	20%	20%
Qualified Small Employer HRA (QSEHRA)		
Annual employer contribution limit - Individual coverage	\$4,950	\$5,050
Annual employer contribution limit - Family coverage	10,050	10,250

Item	2017 Limit	2018 Limit
Miscellaneous		
Adoption credit (phases out based on AGI)	\$13,570	\$13,810
Transportation monthly benefit - Transit and vanpooling	255	260
Transportation monthly benefit - Parking	255	260

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