

## IRS and PBGC Benefit Plan Limits for 2019

Item	2019	2018	2017	2016
Qualified Plans Compensation Limit [§401(a)(17), §404(l), §408(k)(3)(C), & §408(k)(6)(D)(ii)]	\$ 280,000	\$ 275,000	\$ 270,000	\$ 265,000
Defined Benefit Plan Dollar Limit [§415(b)(1)(A)]	\$ 225,000	\$ 220,000	\$ 215,000	\$ 210,000
Defined Contribution Plan Annual Additions Dollar Limit [§415(c)(1)(A)]	\$ 56,000	\$ 55,000	\$ 54,000	\$ 53,000
401(k) Elective Deferral & 403(b) Salary Reduction Limits [§402(g)(1)], and 457 Plan Deferral Limit [§457(e)(15)]	\$ 19,000	\$ 18,500	\$ 18,000	\$ 18,000
Catch-up (age 50 or older) Contribution Limit for 401(k), 403(b), 457, and SARSEP Plans [§414(v)(2)(B)(i)]	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Elective Contributions to SIMPLE Plans [§408(p)(2)(E)]	\$ 13,000	\$ 12,500	\$ 12,500	\$ 12,500
Catch-up (age 50 or older) Contribution Limit for SIMPLE Plans [§414(v)(2)(B)(ii)]	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
IRA Contribution Limit [§219(b)(5)(A)]	\$ 6,000	\$ 5,500	\$ 5,500	\$ 5,500
Catch-up (age 50 or older) Contribution Limit for IRAs [§219(b)(5)(B)]	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Highly Compensated Employee Pay Threshold [§414(q)(1)(B)]	\$ 125,000	\$ 120,000	\$ 120,000	\$ 120,000
SEP Compensation Amount [§408(k)(2)(C)]	\$ 600	\$ 600	\$ 600	\$ 600
Compensation Limit – Certain Government Plans [§401(a)(17)]	\$ 415,000	\$ 405,000	\$ 400,000	\$ 395,000
Tax Credit Employee Stock Ownership Plan Limits [§409(o)(1)(C)(ii)]				
	- 5-year maximum balance	\$ 1,130,000	\$ 1,105,000	\$ 1,080,000
	- 1-year extension	225,000	220,000	215,000
Health Savings Accounts [§223]				
- HDHP minimum annual deductible (self/family)	\$ 1,350/2,700	\$ 1,350/2,700	\$ 1,300/2,600	\$ 1,300/2,600
- HDHP maximum out-of-pocket limit (self/family)	6,750/13,500	6,650/13,300	6,550/13,100	6,550/13,100
- Maximum HSA contribution limit (self/family)	3,500/7,000	3,450/6,900	3,400/6,750	3,350/6,750
- Catch-up (age 55 or older) contribution limit	1,000	1,000	1,000	1,000
Qualified Transportation Fringe Benefit (monthly) [§132(f)(2)]				
- Parking	\$ 265	\$ 260	\$ 255	\$ 255
- Transit pass/vanpooling	265	260	255	130
PBGC				
- Single-employer-plan maximum annual guaranteed life annuity at age 65	\$ 67,295.40	\$ 65,045.40	\$ 64,431.84	\$ 60,136.32
- Per-participant rate for flat-rate premium	80	74	69	64
- Variable-rate premium percent (multiplied by plan's unfunded PBGC liability)	4.3%	3.8%	3.4%	3.0%
- Variable-rate premium per-participant cap	541	523	517	500

## Social Security & Medicare Information for 2019

Item	2019	2018	2017	2016
OASDI Wage Base [6.2% payroll tax rate (FICA)]	\$ 132,900	\$ 128,400	\$ 127,200	\$ 118,500
HI Tax Point for Single Taxpayers [See <sup>(1)</sup> for payroll tax rates and married tax points]	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Average Annual Wage for 2 <sup>nd</sup> Prior Year	\$ 50,321.89	\$ 48,642.15	\$ 48,098.63	\$ 46,481.52
Benefit Payment Cost-of-Living Adjustment	2.8%	2.0%	0.3%	0.0%
Maximum Annual Benefit at Full Retirement Age ("FRA") <sup>(2)</sup>	\$ 34,332	\$ 33,456	\$ 32,244	\$ 31,668
Retirement Earnings Test – Exempt Amounts <sup>(3)</sup>				
– Before FRA	\$ 17,640	\$ 17,040	\$ 16,920	\$ 15,720
– Year of FRA	46,920	45,360	44,880	41,880
Wages Needed for One Quarter of Coverage	\$ 1,360	\$ 1,320	\$ 1,300	\$ 1,260
PIA Formula				
– 1 <sup>st</sup> bend point	\$ 926	\$ 895	\$ 885	\$ 856
– 2 <sup>nd</sup> bend point	5,583	5,397	5,336	5,157
Maximum Family Benefit Formula				
– 1 <sup>st</sup> bend point	\$ 1,184	\$ 1,144	\$ 1,131	\$ 1,093
– 2 <sup>nd</sup> bend point	1,708	1,651	1,633	1,578
– 3 <sup>rd</sup> bend point	2,228	2,154	2,130	2,058
Medicare				
– Part A deductible (per benefit period)	\$ 1,364	\$ 1,340	\$ 1,316	\$ 1,288
– Part B annual deductible	185	183	183	166
– Part B / D monthly premiums, if (AGI + TEI) <sup>(4)</sup> is:				
• \$85,000 or less (individual) or \$170,000 or less (joint return) <sup>(5)</sup>	135.50 / 0.00	134.00 / 0.00	134.00 / 0.00	121.80 / 0.00
• \$85,001 to \$107,000 (individual) or \$170,001 to \$214,000 (joint return) <sup>(5)</sup>	189.60 / 12.40	187.50 / 13.00	187.50 / 13.30	170.50 / 12.70
• \$107,001 to \$133,500 (individual) or \$214,001 to \$267,000 (joint return) <sup>(5)</sup>	270.90 / 31.90	267.90 / 33.60	267.90 / 34.20	243.60 / 32.80
• \$133,501 to \$160,000 (individual) or \$267,001 to \$320,000 (joint return) <sup>(5)</sup>	352.20 / 51.40	348.30 / 54.20	348.30 / 55.20	316.70 / 52.80
• \$160,001 to \$499,999 (individual) or \$320,001 to \$749,999 (joint return) <sup>(5)</sup>	433.40 / 70.90	428.60 / 74.80	428.60 / 76.20	389.80 / 72.90
• \$500,000 or above (individual) or \$750,000 or above (joint return) <sup>(5)</sup>	460.50 / 77.40	-/-	-/-	-/-

- (1) Whereas the HI FICA employer payroll tax rate is 1.45% on all wages, the employee rate is 1.45% up to the tax point and 2.35% on wages over the tax point. Tax point is \$250,000 for joint returns and \$125,000 for married filing separately.
- (2) Full Retirement Age was 65 for people born before 1938, and is gradually increasing for people born in 1938 and later years – to age 67 for people born in 1960 or later (see chart on right). The dollar amounts shown assume no earnings during the year the individual attains FRA.
- (3) Prior to the year the individual attains FRA, Social Security benefits are reduced \$1 for every \$2 in earnings above the limit. In the year the individual attains FRA, benefits are reduced \$1 for every \$3 of earnings in excess of the limit, but only pre-FRA-month earnings are considered and only pre-FRA-month benefits are reduced. (In the first year that there is a month in which the individual does not earn more than 1/12 of the applicable annual limit, an alternative monthly-limit-based test is used if it results in greater benefits paid.)
- (4) Adjusted gross income plus tax-exempt interest, generally from 2<sup>nd</sup> prior year. For example, 2019 premiums are based on 2017 AGI + TEI. Part D amounts shown are income-related adjustments payable to Medicare, over and above the plan premium.
- (5) The breakpoints shown for these rows apply for 2019 premiums only; breakpoints for prior years were different.

Year of Birth	Full Retirement Age
<b>Before 1943</b>	<b>&lt; 66</b>
<b>1943-54</b>	<b>66</b>
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
<b>1960 and Later</b>	<b>67</b>