

## 2019 BENEFIT LIMITS FOR HEALTH & WELFARE PLANS

Every year, the U.S. Government sets new limits for various benefit programs to reflect inflation and changes in the law. Following are the limits announced for 2019. Employers should review their benefit plans to ensure they reflect these new limits.

Retirement Plans	2018	2019
<b>Limits On Benefits And Contributions:</b>		
o Defined benefit plan, basic limit	\$220,000	\$225,000
o Defined contribution plan, basic limit	\$55,000	\$56,000
o 401(k) and 403(b) plans, elective deferrals	\$18,500	\$19,000
o 457(b) plans, elective deferrals	\$18,500	\$19,000
o SIMPLE plans, elective deferrals	\$12,500	\$13,000
o Annual compensation limit	\$275,000	\$280,000
<b>Catch-Up Contributions</b>		
o 401(k), 403(b) or governmental 457 plans	\$6,000	\$6,000
o SIMPLE plans	\$3,000	\$3,000
"Highly Compensated" Definition	\$120,000	\$125,000
"Officer" Or "Key Employee" Definition	\$175,000	\$180,000

Health Savings Accounts	2018	2019
<b>Contributions</b>		
o Individual	\$3,450	\$3,500
o Family	\$6,900	\$7,000
<b>Minimum Annual Deductible</b>		
o Self-Only	\$1,350	\$1,350
o Family	\$2,700	\$2,700
<b>Out-of-Pocket Maximums (OOPM)</b>		
o Self-Only	\$6,650	\$6,750
o Family	\$13,300	\$13,500
<b>Post-55 Catch-Up Limit</b>	\$1,000	\$1,000

Non-HSA Qualified Plans	2018	2019
<b>Out-of-Pocket Maximums (OOPM)</b>		
o Self-Only	\$7,350	\$7,900
o Other than self-only coverage	\$14,700	\$15,800

Medicare	2018	2019
<b>Part A (Hospital Insurance):</b>		
o Inpatient deductible	\$1,340	\$1,346
o Daily Coinsurance, Days 61-90	\$335	\$341
o Daily Coinsurance, Days 91-150	\$670	\$682
o Lifetime Reserve		
o Daily Coinsurance, Skilled Nursing Facility <sup>1</sup> .	\$167.50	\$170.50
<b>Part B (Supplementary Medical Insurance):</b>		
o Monthly premium	\$130	\$135.50
o Deductible	\$183	\$185
<b>Part D (Prescription Drug Benefit):</b>		
o Base Part D Premium	\$33.50	\$33.19
o Maximum Annual Deductible	\$405	\$415
o Initial Coverage Limit	\$3,750	\$3,820
o Annual Out-Of-Pocket Threshold	\$5,000	\$5,100
o Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$3.35 generic \$8.35 other	\$3.40 generic \$8.50 other

Medical Savings Accounts	2018	2019
Individual Deductible Range	\$2,300 – \$3,450	\$2,350 – \$3,500
Individual Out-Of-Pocket Maximum	\$4,550	\$4,650
Family Deductible Range	\$4,550 – \$6,850	\$4,650 – \$7,000
Family Out-Of-Pocket Maximum	\$8,400	\$8,550

Long Term Care Insurance Deductible Premiums	2018	2019
<b>Age:</b>		
o 40 or less	\$420	\$420
o 41-50	\$780	\$790
o 51-60	\$1,560	\$1,580
o 61-70	\$4,160	\$4,220
o Over 70	\$5,210	\$5,270

Flexible Spending Accounts	2018	2019
Dependent Care	\$5,000	\$5,000
Medical	\$2,650	\$2,700

<sup>1</sup> For days 21-100. Days 1-20 is \$0 for each benefit period.

Qualified Transportation Fringe Benefit	2018	2019
Parking	\$260	\$265
Transit Pass/ Commuter Vehicle	\$260	\$265

Control Employee Definition for Commuting Valuation	2018	2019
Officer Compensation	\$110,000	\$110,000
Employee Compensation	\$220,000	\$225,000

Affordable Care Act (ACA)	2018	2019
4980H(a) Penalty	\$2,320	\$2,500
4980H(b) Penalty	\$3,480	\$3,750
FPL Affordability Safe Harbors	<sup>2</sup>	<sup>3</sup>
- FPL for Single individual	\$12,060	\$12,140
- Maximum monthly contribution	\$96.08	\$99.75
Affordability		
- Affordability threshold under 4980H affordability safe harbors	9.56%	9.86%
- Affordability threshold for eligibility of premium tax credits	9.56%	9.86%
- Affordability threshold under Individual Mandate	8.05%	N/A <sup>4</sup>

Please contact your Keenan Account Manager for questions regarding this *Briefing*.

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<sup>2</sup> Use 2017 poverty guidelines to determine affordability.

<sup>3</sup> Use 2018 poverty guidelines to determine affordability.

<sup>4</sup> No individual mandate in 2019.