

## 2018 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 2018. Employers should review their benefit plans to ensure they reflect these new limits.

Retirement Plans	2017	2018
<b>Limits On Benefits And Contributions:</b>		
o Defined benefit plan, basic limit	\$215,000	\$220,000
o Defined contribution plan, basic limit	\$54,000	\$55,000
o 401(k) and 403(b) plans, elective deferrals	\$18,000	\$18,500
o 457(b) plans, elective deferrals	\$18,000	\$18,500
o SIMPLE plans, elective deferrals	\$12,500	\$12,500
o Annual compensation limit	\$270,000	\$275,000
<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	\$120,000
"Officer" Or "Key Employee" Definition	\$170,000	\$175,000

Health Savings Accounts	2017	2018
<b>Contributions</b>		
o Individual	\$3,400	\$3,450
o Family	\$6,750	\$6,900
<b>Minimum Annual Deductible</b>		
o Self-Only	\$1,300	\$1,350
o Family	\$2,600	\$2,700
<b>Out-of-Pocket Maximums (OOPM)</b>		
o Self-Only	\$6,550	\$6,650
o Family	\$13,100	\$13,300
<b>Post-55 Catch-Up Limit</b>	\$1,000	\$1,000

Non-HSA Qualified Plans	2017	2018
Out-of-Pocket Maximums (OOPM)		
o Self-Only	\$7,150	\$7,350
o Other than self-only coverage	\$14,300	\$14,700

Medicare	2017	2018
Part A (Hospital Insurance):		
o Inpatient deductible	\$1,316	\$1,340
o Daily Coinsurance, Days 61-90	\$329	\$335
o Daily Coinsurance, Days 91-150 Lifetime Reserve	\$658	\$670
o Daily Coinsurance, Skilled Nursing Facility <sup>1</sup> .	\$164.50	\$167.50
Part B (Supplementary Medical Insurance):		
o Monthly premium	\$109	\$130
o Deductible	\$183	\$183
Part D (Prescription Drug Benefit):		
o Base Part D Premium	\$34.70	\$33.50
o Maximum Annual Deductible	\$400	\$405
o Initial Coverage Limit	\$3,700	\$3,750
o Annual Out-Of-Pocket Threshold	\$4,950	\$5,000
o Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$3.30 generic	\$3.35 generic
	\$8.25 other	\$8.35 other

Medical Savings Accounts	2017	2018
Individual Deductible Range	\$2,250 – \$3,350	\$2,300 – \$3,450
Individual Out-Of-Pocket Maximum	\$4,450	\$4,600
Family Deductible Range	\$4,450 – \$6,750	\$4,600 – \$6,850
Family Out-Of-Pocket Maximum	\$8,250	\$8,400

Long Term Care Insurance Deductible Premiums	2017	2018
Age:		
o 40 or less	\$410	\$420
o 41-50	\$770	\$780
o 51-60	\$1,530	\$1,560
o 61-70	\$4,090	\$4,160
o Over 70	\$5,110	\$5,210

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

Flexible Spending Accounts	2017	2018
Dependent Care	\$5,000	\$5,000
Medical	\$2,600	\$2,650

Qualified Transportation Fringe Benefit	2017	2018
Parking	\$255	\$260
Transit Pass/ Commuter Vehicle	\$255	\$260

Control Employee Definition for Commuting Valuation	2017	2018
Officer Compensation	\$105,000	\$110,000
Employee Compensation	\$215,000	\$220,000

Affordable Care Act (ACA)	2017	2018
4980H(a) Penalty	\$2,260	\$2,320
4980H(b) Penalty	\$3,390	\$3,480
FPL Affordability Safe Harbors	<sup>2</sup>	<sup>3</sup>
- FPL for Single individual	\$11,880	\$12,060
- Maximum monthly contribution	\$95.93	\$96.08
Affordability		
- Affordability threshold under 4980H affordability safe harbors	9.69%	9.56%
- Affordability threshold for eligibility of premium tax credits	9.69%	9.56%
- Affordability threshold under Individual Mandate	8.16%	8.05%

For questions regarding this *Briefing*, please contact your Keenan HealthCare Account Manager.

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<sup>2</sup> Use 2016 poverty guidelines to determine affordability.

<sup>3</sup> Use 2017 poverty guidelines to determine affordability.