

# 2018

## Benefit Basics

### Social Security

Income replacement	2017	2018
FICA:		
▪ Wage base	\$127,200	\$128,400
▪ Tax rate	6.2%	6.2%
Primary insurance amount:		
▪ CPI adjustment	0.3%	2.0%
▪ Maximum annual benefit	\$32,244	\$33,456
Annual retirement earnings limit:		
▪ Years before SSRA	\$16,920	\$17,040
▪ Year of SSRA	\$44,880	\$45,360
▪ After SSRA	none	none

### Medicare

FICA:		
▪ Wage base	no limit	no limit
▪ Tax rate*	1.45%	1.45%
Deductibles:		
▪ Part A	\$1,316	\$1,340
▪ Part B	\$183	\$183
▪ Part D (standard coverage)	\$400	\$405
Part A coinsurance:		
▪ Days 1 – 60	\$0	\$0
▪ Days 61 – 90	\$329	\$335
▪ Lifetime reserve days	\$658	\$670
Part B coinsurance	20%	20%
Monthly Part B premium**	\$109	\$134***
Monthly base beneficiary Part D premium**	\$35.63	\$35.02

\*High-income individuals pay an additional 0.9%.

\*\*High-income beneficiaries pay more.

\*\*\*A "hold harmless" provision limits Part B premiums for some enrollees to a lesser amount (\$130 on average).

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### Indexed statutory limits

Retirement plans	2017	2018
Maximum recognizable compensation	\$270,000	\$275,000
Highly compensated breakpoint	\$120,000	\$120,000
\$415 defined benefit limit	\$215,000	\$220,000
\$415 defined contribution limit	\$54,000	\$55,000
Limit on pre-tax elective deferrals:		
▪ Under age 50	\$18,000	\$18,500
▪ Age 50 and up	\$24,000	\$24,500

### Health savings accounts (HSAs)

Individual HDHP coverage:		
▪ Maximum annual HSA contribution	\$3,400	\$3,450
▪ Minimum annual HDHP deductible	\$1,300	\$1,350
▪ Maximum annual HDHP out-of-pocket expenses	\$6,550	\$6,650
Family HDHP coverage:		
▪ Maximum annual HSA contribution	\$6,750	\$6,900
▪ Minimum annual HDHP deductible	\$2,600	\$2,700
▪ Maximum annual HDHP out-of-pocket expenses	\$13,100	\$13,300
Catch-up contributions*	\$1,000	\$1,000

\*These contributions are for individuals age 55 and older, prior to Medicare enrollment.