

2018 Retirement Plan

Maximum Benefit and Contribution Limits

Type of Limitation	2018	2017	2016
Elective Deferrals for 401(k) / 403(b)	\$18,500	\$18,000	\$18,000
457(b) Contributions	\$18,500	\$18,000	\$18,000
Age 50 or Older Catch-up Amount	\$6,000	\$6,000	\$6,000
Defined Contribution Plans ^{1,3} (415 limit)	\$55,000	\$54,000	\$53,000
Annual Compensation Limit ²	\$275,000	\$270,000	\$265,000
Highly Compensated Employee	\$120,000	\$120,000	\$120,000
Defined Benefit Plans ¹ (415 limit)	\$220,000	\$215,000	\$210,000
Key Employee Officer Threshold ¹	\$175,000	\$175,000	\$170,000
Income Subject to Social Security Tax ²	\$128,700	\$127,200	\$118,500
IRA	\$5,500	\$5,500	\$5,500
IRA Catch-up	\$1,000	\$1,000	\$1,000

Source: Internal Revenue Service

1) Effective for limitation years ending in calendar year (§1.415-6(a)(2)).

2) Effective for plan years beginning in calendar year (§1.401(a)(17)-1(a)(3)(i)).

3) The limit is increased to \$61,000 for employees eligible for the catch up (\$55,000 + \$6,000 in catch up).