

THE FOLLOWING HIGHLIGHTS THE CHANGES BEGINNING IN 2018 FOR DOLLAR LIMITATIONS ON QUALIFIED PENSION PLANS, SOCIAL SECURITY, AS WELL AS THE 2018 PCORI FEE, AND THE 2017 1094 AND 1095 FORMS FOR REPORTING IN EARLY 2018

2018 Retirement Limits

	2017	2018
IRS Limitations		
Maximum annual compensation limit	\$270,000	\$275,000
Maximum annual benefit under DB plan	\$215,000	\$220,000
Maximum annual contribution under DC plan	\$54,000	\$55,000
Highly compensated employee limit	\$120,000	\$120,000
Maximum 401(k) elective deferral limit	\$14,000	\$15,000
Maximum 403(b)/457(b) elective deferral limit	\$18,000	\$18,500
Catch-up contribution for individuals over 50	\$6,000	\$6,000

	2017	2018
Social Security		
Maximum taxable earnings	\$127,200	\$106,800
Benefit Cost-of-Living Adjustment (COLA)	2.0%	0.0%
Maximum annual benefit (age 65 retirement)	\$32,244	\$26,292
Tax rate - Employee	7.65%	7.65%

	2017	2018
HSA Contribution Limits		
HSA - Individual	\$3,400	\$3,450
HSA - Family	\$6,750	\$6,900
HSA – Catch-up (Age 55 or older)	\$1,000	\$1,000

	2017	2018
HDHP Limits		
Minimum deductible - Individual	\$1,300	\$1,350
Minimum deductible - Family	\$2,600	\$2,700
Maximum out-of-pocket expenses - Individual	\$6,550	\$6,650
Maximum out-of-pocket expenses - Family	\$13,100	\$13,100

	2017	2018
IRA Maximum Contributions	\$5,500	\$5,500
IRA Catch-up Contributions	\$1,000	\$1,000

* New Beneficiaries and Beneficiaries with higher incomes may be subject to a larger premium amount.

Patient-Centered Outcomes Research Institute (PCORI) Fees for 2018 Filing Period

The IRS recently announced an increase in the applicable dollar amount used to determine the PCORI fee for plan years that end on or after October 1, 2017 and before October 1, 2018. **As a reminder, employers sponsoring certain self-insured plans are responsible for the PCORI fee.**

For plan years ending on or after October 1, 2017 and before October 1, 2018, the fee for an employer sponsoring an applicable self-insured plan is **\$2.39**, multiplied by the average number of lives covered under the plan.

PCORI fees for plan years that end between October 1, 2017 and December 31, 2017 will be due to the IRS in July 2018.

[Click here](#) to read the IRS notice announcing the increase. Details on how to determine the average number of lives covered under a plan are included in [these regulations](#).

2017 1094 & 1095 Forms Are Now Available

The Affordable Care Act (ACA) requires applicable large employers (those having at least 50 full-time employees) to file information returns (1094 and 1095) regarding the health insurance coverage that they offered with the Internal Revenue Service (IRS) and to provide statements about their health insurance coverage to their full-time employees. These information returns are used to monitor compliance with the ACA. Due to their crucial role in the administration of the ACA, these new reporting obligations tend to be complex and require considerable attention. Not complying with the new reporting standards will result in penalties and increased risk of auditing.

The IRS has released the final forms and instructions for Forms 1094 and 1095 for calendar year 2017 reporting. **Employers are required to report in early 2018 for calendar year 2017.**

2017 Forms and Instructions

The following calendar year 2017 reporting forms and instructions are now available:

- [Form 1094-C](#) (transmittal)
- [Form 1095-C](#)
 - [2017 Instructions for Forms 1094-C and 1095-C](#)
- [Form 1094-B](#) (transmittal)
- [Form 1095-B](#)
 - [2017 Instructions for Forms 1094-B and 1095-B](#)

Reporting Deadlines Information

The deadlines for submitting Forms 1094 and 1095 are as follows:

- [Applicable large employers](#), generally those with **50 or more full-time employees**, including full-time equivalent employees (FTEs), must file Forms 1094-C and 1095-C with the IRS no later than **February 28, 2018** (or April 2, 2018, if filing electronically). Employers must also furnish a Form 1095-C to all full-time employees by **January 31, 2018**.
- [Self-insuring employers](#) that are not considered large employers must file Forms 1094-B and 1095-B with the IRS no later than **February 28, 2018** (or April 2, 2018, if filing electronically). A Form 1095-B must also be furnished by **January 31, 2018**.