NOVEMBER 16, 2018

IRS Updates Health and Fringe Benefit Plan Limits

Health and Fringe Benefit Plan Limits

The IRS has updated various health and fringe benefit plan limits for 2019. A comparison of the 2019 and 2018 limits is listed below.

	2018	2019
Health Savings Accounts – HDHP Limits		
HDHP Minimum Deductible – Self Only	$1,350	$1,350
HDHP Minimum Deductible – Family	$2,700	$2,700
HDHP Out-of-Pocket Maximum – Self Only	$6,650	$6,750
HDHP Out-of-Pocket Maximum – Family	$13,300	$13,500
Health Savings Accounts – Contribution Limits		
Self Only	$3,450	$3,500
Family	$6,850	$7,000
Catch-Up Contributions (age 55 by the end of the year)	$1,000	$1,000
Out-of-Pocket Maximum – PHSA §2707(b) Limits		
Self Only	$7,350	$7,900
Embedded Individual Max within Family Coverage	$7,350	$7,900
Family	$14,700	$15,800
Transportation Fringe Benefits – Monthly Limits		
Parking	$260	$265
Transit Passes and Vanpooling (combined)	$260	$265

Health FSA Contribution Limit (§125(i))	$2,650	$2,700
Dependent Care FSA Contribution Limit (§129(a)(2))*	$5,000	$5,000
Employer Adoption Assistance Exclusion (§137)	$13,810	$14,080
Maximum Gross Income Exclusion	$207,140	$211,160
Maximum AGI Limit (after which exclusion phases out)		

* Special income tax situations may require a lower limit.