

Employee Benefits

2008 Annual Limits

IRS Limits on Health Savings Accounts (HSAs)

	2008	2007	2006
Maximum contributions			
Single	\$2,900	\$2,850	\$2,700
Family	\$5,800	\$5,650	\$5,450
Minimum HDHP deductible			
Single	\$1,100	\$1,100	\$1,050
Family	\$2,200	\$2,200	\$2,100
Out-of-pocket maximum			
Single	\$5,600	\$5,500	\$5,250
Family	\$11,200	\$11,000	\$10,500
Catch-up contributions (age 55 and older)	\$900	\$800	\$700

See www.treas.gov for more information.

IRS Limits on Retirement Benefits and Compensation

	2008	2007	2006
401(k) and 403(b) plan elective deferrals	\$15,500	\$15,500	\$15,000
Catch-up contributions (age 50 and older)	\$5,000	\$5,000	\$5,000
Annual compensation limit	\$230,000	\$225,000	\$220,000
Highly Compensated Employee (HCE) threshold	\$105,000	\$100,000	\$100,000
Defined contribution 415 limit	\$46,000	\$45,000	\$44,000
Defined benefit 415 limit	\$185,000	\$180,000	\$175,000
SIMPLE employee contribution limit	\$10,500	\$10,500	\$10,000

See www.irs.gov for further amounts and more information.

Social Security and Medicare Tax, Salary, and Benefit Levels

	2008	2007	2006
Social Security taxable wage base	\$102,000	\$97,500	\$94,200
Full Retirement Age (FRA)	66	65 + 10 mos.	65 + 8 mos.
Social Security earnings limit			
Under FRA all year	\$13,560	\$12,960	\$12,480
FRA, pre-birth month	\$36,120	\$34,440	\$33,240
FRA, birth month and after	No limit	No limit	No limit
Medicare Part A deductible*	\$1,024	\$992	\$952
Medicare Part B deductible	\$135	\$131	\$124

*Deductible per benefit period for a hospital stay of 1-60 days only. See www.medicare.gov and www.ssa.gov for further amounts and more information.

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