

# Employee Benefits

## 2008 Annual Limits

### IRS Limits on Health Savings Accounts (HSAs)

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

See [www.treas.gov](http://www.treas.gov) for more information.

### IRS Limits on Retirement Benefits and Compensation

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

See [www.irs.gov](http://www.irs.gov) for further amounts and more information.

### Social Security and Medicare Tax, Salary, and Benefit Levels

	2008	2007	2006
<b>Social Security taxable wage base</b>	\$102,000	\$97,500	\$94,200
<b>Full Retirement Age (FRA)</b>	66	65 + 10 mos.	65 + 8 mos.
<b>Social Security earnings limit</b>			
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
<b>Medicare Part A deductible*</b>	\$1,024	\$992	\$952
<b>Medicare Part B deductible</b>	\$135	\$131	\$124

\*Deductible per benefit period for a hospital stay of 1-60 days only. See [www.medicare.gov](http://www.medicare.gov) and [www.ssa.gov](http://www.ssa.gov) for further amounts and more information.

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