

Here are the benefit tax amounts for 2019, as recently announced by the IRS and the Social Security Administration. Feel free to forward to your employees would be interested – particularly those who are highly compensated.

Social Security Tax (*Fed EE Social Security* on your paystub)

Current: 6.2% on taxable wage base of \$128,400. Maximum \$7,960.80 for the year.

NEW 1-1-2019: Same 6.2%, but taxable wage base increases to \$132,900. Maximum \$8,239.80 for the year.

Medicare Tax (*Fed EE Medicare* on your paystub)

No change. Remains 1.45% on all taxable wages. Additional 0.9% Medicare Tax is deducted when YTD earnings reach \$200,000.

UA Retirement Plan Limits

Maximum UAMS employer contribution remains 10% per paycheck. But the maximum match for the year increases from \$27,500 to \$28,000.

UAMS contributions will only be made on your first \$280,000 of earnings in 2019. This is based on the IRS 401(a) Annual Compensation Limit of \$280,000. UAMS contributions will cease for the rest of the tax year once your compensation reaches this amount. This limit does not impact your personal contributions.

Maximum Deferral Limit increases from \$18,500 to \$19,000. The additional “age 50 catch-up” limit remains \$6,000.

These limits on your personal, voluntary contributions apply separately to the 403(b) and 457(b) plans. That means you enjoy “double” the limit. An employee under the age of 50 could voluntarily contribute \$19,000 x 2 for a total of \$38,000, all pre-tax and/or Roth after-tax. An individual 50 or older could voluntarily contribute \$18,500 + \$6000, x 2, for a total of \$50,000. Only your voluntary contributions apply to this limit. The required contribution (which is 3% now, will gradually increase to 5% by July 2020) is excluded.

IMPORTANT: If you make tax-deferred contributions to another employer plan -- such as the VA Thrift Savings Plan, or to another employer plan in the same year you make contributions at UAMS – it is your responsibility to make sure your combined contributions don’t exceed this limit. If you give us an estimate of your other employer contributions at the beginning of each tax year, we can assist you.

Visit the [Benefit Forms website](#) and scroll down to the UA Retirement Plan section to find retirement forms, including the form to change your contribution. You can change how much you want to voluntarily contribute at any time.

For more information about the UA Retirement Plan, click [here](#).

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