

# IRS announces 2019 401(k) contribution limits, other fringe benefit limitations

The amount employees can contribute into their 401(k) or 403(b) plan accounts increases by \$500, to \$19,000 for 2019, the IRS announced. Unchanged from 2018, employees who are at least 50 years old may contribute \$6,000 in pretax catch-up contributions. ([Notice 2018-83](#), [IRB 2018-47](#))

Other inflation-adjusted amounts for qualified pension plans include the following:

- The Section 415 limit (i.e., the overall pretax, after tax and employer contribution) increases \$1,000, to 100% of compensation or \$56,000
- The annual compensation limit (i.e., the limit above which contributions can no longer be taken into account) increases \$5,000, to \$280,000
- The dollar limitation concerning the definition of key employee in a top-heavy plan increases \$5,000, to \$180,000
- The dollar limitation used in the definition of a highly compensated employee increases \$5,000, to \$125,000
- The 2018 salary cut off for employees who take paid FMLA leave during 2019 is \$75,000 (60% of salary for a highly compensated employee).