

## IMPORTANT BENEFITS INFORMATION FOR THE 2019 PLAN YEAR



The Internal Revenue Service (IRS) has announced changes to annual contribution limits for Flexible Spending Account (FSA) and Deferred Compensation programs for 2019. These notifications came much later than expected, and Open Enrollment had already started for City of Tacoma employees.

### **Flexible Spending Account (FSA) Benefit:**

Benefits staff will be reaching out to employees who elected the maximum Health Care FSA election of \$2,650 during Open Enrollment to inquire if they would like to increase their annual contribution for 2019 to the newly announced annual contribution limit of \$2,700.

Plan Type	Annual Contribution Limits	
	2018	2019
Health Care FSA	\$2,650	<b>\$2,700</b>
Dependent Care FSA	\$5,000 if filing jointly \$2,500 if filing separately	\$5,000 if filing jointly \$2,500 if filing separately

### **Deferred Compensation Benefit:**

Employees who want to increase their contribution elections or to newly enroll in the Deferred Compensation Plan (pre-tax option) or Roth (post-tax option) must complete a paper change form and return to the Benefits Office. This form can be found on the [Benefits webpage](#) under **Benefits Forms**.

Contribution Category	Annual Contribution Limits	
	2018	2019
Regular Deferral	\$18,500	<b>\$19,000</b>
Age 50+ Catch-Up	\$24,500	<b>\$25,000</b>
Pre-Retirement Catch-Up	\$37,000	<b>\$38,000</b>

If you have any questions on these updates to the benefit programs, please contact the Benefits Office at 253-573-2345 or at [benefits@cityoftacoma.org](mailto:benefits@cityoftacoma.org).