



## 2018 Contribution Limit Changes

The IRS increased the 402(g) contribution rates for 401(k), 403(b) and 457(b) plans this year, as well as increasing the maximum 415(c) limit for the ORP which is a 401(a) plan. The employee compensation limit that is used for calculating contributions was also increased. See graph below:

Defined Contribution Plan Limits	2018	2017	Change
Maximum Employee Elective Deferral 402(g)	\$18,500	\$18,000	+\$500
Employee Catch-up Contribution (if age 50)	\$ 6,000	\$ 6,000	No Change
Defined Contribution Maximum Limits – All Sources 415(c)	\$55,000	\$54,000	+\$1,000
Employee Compensation Limit for Calculating Contributions	\$275,000	\$270,000	+\$5,000

If you are currently contributing to the TDI 403(b) plan with your employer, the Salary Reduction Agreement (SRA) you completed has the following provision which states that if the contribution limit goes up, your contributions will change to allow you to contribute the new amount as long as it doesn't exceed the percentage of pay you indicated on the SRA:

*I authorize the actions requested above by signing and dating this form. I acknowledge that these elections supersede all prior elections. The maximum calendar year salary deferral amount is determined by the IRS via the General Limit (IRC 402(g) - \$18,500 in 2014) and additionally, if applicable, the Age 50 Catch-Up Limit (IRC 414(v) - \$6,000 in 2018). **Your annual maximum will change to stay synchronized with any future adjustments to the IRS limit, but your contributions will not exceed the percentage authorized on this form.***

Therefore, if you are not planning to contribute the maximum amount for 2018, or if you believe the percentage you authorized is adequate to get you the additional \$500, you do not need to take any action. However, if you want to take advantage of contributing the maximum amount and you do not believe your current percentage is adequate, please complete a [Salary Reduction Agreement \(SRA\)](#) and submit it to your payroll department as soon as possible to ensure you are able to contribute the full amount.

If you have any questions about the TDI 403(b) or ORP 401(a) limits, please call the OPURP office at 541-346-8574 or email us at [opurp@uoregon.edu](mailto:opurp@uoregon.edu).

If you are contributing to the 457(b) plan with the Oregon Savings Growth Plan (OSGP), you can also maximize your contributions in that plan. Call OSGP at 888-320-7377 or email them at [osgpcustsvc.PERS@state.or.us](mailto:osgpcustsvc.PERS@state.or.us) for further information.