

2015 BENEFIT LIMITS FOR HEALTH & WELFARE PLANS

Every year, the U.S. Government sets new limits for various benefit programs to reflect inflation and changes in the law. Following are the limits announced for 2015. Employers should review their benefit plans to ensure they reflect these new limits.

RETIREMENT PLANS	2014	2015
Limits On Benefits And Contributions:		
• Defined Benefit Plan, Basic Limit	\$210,000	\$210,000
• Defined Contribution Plan, Basic Limit	\$52,000	\$53,000
• 401(k) And 403(b) Plans, Elective Deferrals	\$17,500	\$18,000
• 457(b) Plans, Elective Deferrals	\$17,500	\$18,000
• SIMPLE Plans, Elective Deferrals	\$12,000	\$12,500
• Annual Compensation Limit	\$260,000	\$265,000
Catch-Up Contributions:		
• 401(k), 403(b) Or Governmental 457 Plans	\$5,500	\$6,000
• SIMPLE Plans	\$2,500	\$3,000
"Highly Compensated" Definition	\$115,000	\$120,000
"Officer" For "Key Employee" Definition	\$170,000	\$170,000

HEALTH SAVINGS ACCOUNTS	2014	2015
Contributions		
• Individual	\$3,300	\$3,350
• Family	\$6,550	\$6,650
Deductible		
• Self-Only	\$1,250	\$1,300
• Family	\$2,500	\$2,600
Out-Of-Pocket		
• Self-Only	\$6,350	\$6,450
• Family	\$12,700	\$12,900
Post-55 Catch-Up Limit	\$1,000	\$1,000

MEDICARE	2014	2015
Part A (Hospital Insurance):		
• Inpatient Deductible	\$1,216	\$1,260
• Daily Coinsurance, Days 61-90	\$304	\$315
• Daily Coinsurance, Days 90-150 Lifetime Reserve	\$608	\$630
• Daily Coinsurance, Skilled Nursing Facility ¹	\$152	\$157.50
Part B (Supplementary Medical Insurance):		
• Monthly Premium	\$104.90	\$104.90
• Deductible	\$147	\$147
Part D (Prescription Drug Benefit)		
• Base Part D Premium	\$32.42	\$33.13
• Annual Deductible	\$310	\$320
• Initial Coverage Limit	\$2,850	\$2,960
• Annual Out-Of-Pocket Threshold	\$4,550	\$4,700
• Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$2.55 generic \$6.35 other	\$2.65 generic \$6.60 other

MEDICAL SAVINGS ACCOUNTS	2014	2015
Individual Deductible Range	\$2,200 – \$3,250	\$2,200 – \$3,300
Individual Out-Of-Pocket Maximum	\$4,350	\$4,450
Family Deductible Range	\$4,350 – \$6,550	\$4,450 – \$6,650
Family Out-Of-Pocket Maximum	\$8,000	\$8,150

LONG TERM CARE INSURANCE DEDUCTIBLE PREMIUMS	2014	2015
Age:		
• 40 or less	\$370	\$380
• 41-50	\$700	\$710
• 51-60	\$1,400	\$1,430
• 61-70	\$3,720	\$3,800
• Over 70	\$4,660	\$4,750

¹ For days 21–100. Days 1–20 is \$0 for each benefit period.

FLEXIBLE SPENDING ACCOUNTS	2014	2015
Dependent Care	\$5,000	\$5,000
Medical	\$2,500	\$2,550

QUALIFIED TRANSPORTATION FRINGE BENEFIT	2014	2015
Parking	\$250	\$250
Transit Pass/Commuter Vehicle	\$130	\$130

CONTROL EMPLOYEE DEFINITION FOR COMMUTING VALUATION	2014	2015
Officer Compensation	\$105,000	\$105,000
Employee Compensation	\$210,000	\$215,000

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