

2013 BENEFIT LIMITS FOR HEALTH & WELFARE PLANS

Every year, the United States Government sets new limits for various benefit programs to reflect inflation and changes in the law. Following are the limits announced for 2013. Employers should review their benefit plans to ensure they reflect these new limits.

RETIREMENT PLANS	2012	2013
Limits On Benefits And Contributions:		
• Defined Benefit Plan, Basic Limit	\$200,000	\$205,000
• Defined Contribution Plan, Basic Limit	\$50,000	\$51,000
• 401(k) And 403(b) Plans, Elective Deferrals	\$17,000	\$17,500
• 457(b) Plans, Elective Deferrals	\$17,000	\$17,500
• SIMPLE Plans, Elective Deferrals	\$11,500	\$12,000
• Annual Compensation Limit	\$250,000	\$255,000
Catch-Up Contributions:		
• 401(k), 403(b) Or Governmental 457 Plans	\$5,500	\$5,500
• SIMPLE Plans	\$2,500	\$2,500
"Highly Compensated" Definition	\$115,000	\$115,000
"Officer" For "Key Employee" Definition	\$165,000	\$165,000

HEALTH SAVINGS ACCOUNTS	2012	2013
Contributions		
• Individual	\$3,100	\$3,250
• Family	\$6,250	\$6,450
Deductible		
• Self-Only	\$1,200	\$1,250
• Family	\$2,400	\$2,500
Out-Of-Pocket		
• Self-Only	\$6,050	\$6,250
• Family	\$12,100	\$12,500
Post-55 Catch-Up Limit	\$1,000	\$1,000

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HealthCare

MEDICARE	2012	2013
Part A (Hospital Insurance):		
• Inpatient Deductible	\$1,156	\$1,184
• Daily Coinsurance, Days 61-90	\$289	\$296
• Daily Coinsurance, Days 90-150 Lifetime Reserve	\$578	\$592
• Daily Coinsurance, Skilled Nursing Facility	\$144.50	\$148
Part B (Supplementary Medical Insurance):		
• Monthly Premium*	\$99.90	\$104.90
• Deductible	\$140	\$147
Part D (Prescription Drug Benefit)		
• Base Part D Premium	\$31.08	\$31.17
• Annual Deductible	\$320	\$325
• Initial Coverage Limit	\$2,930	\$2,970
• Annual Out-Of-Pocket Threshold	\$4,700	\$4,750
• Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$2.60 generic \$6.50 other	\$2.65 generic \$6.60 other

MEDICAL SAVINGS ACCOUNTS	2012	2013
Individual Deductible Range	\$2,100 – \$3,150	\$2,150 – \$3,200
Individual Out-Of-Pocket Maximum	\$4,200	\$4,300
Family Deductible Range	\$4,200 – \$6,300	\$4,300 – \$6,450
Family Out-Of-Pocket Maximum	\$7,650	\$7,850

LONG TERM CARE INSURANCE DEDUCTIBLE PREMIUMS	2012	2013
Age:		
• 40 or less	\$350	\$360
• 41-50	\$660	\$680
• 51-60	\$1,310	\$1,360
• 61-70	\$3,500	\$3,640
• Over 70	\$4,370	\$4,550

* For single persons with an income of above \$85,000 and married persons with an income of above \$170,000, the Medicare Part B premium may be higher

FLEXIBLE SPENDING ACCOUNTS	2012	2013
Dependent Care	\$5,000	\$5,000
Medical	Not Applicable [†]	\$2,500

QUALIFIED TRANSPORTATION FRINGE BENEFIT	2012	2013
Parking	\$240	\$240
Transit Pass/Commuter Vehicle	\$125	\$125

CONTROL EMPLOYEE DEFINITION FOR COMMUTING VALUATION	2012	2013
Officer Compensation	\$100,000	\$100,000
Employee Compensation	\$205,000	\$205,000

FLEXIBLE SPENDING ACCOUNTS	2012	2013
Employee Compensation	\$205,000	\$205,000

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[†] Effective 2013 for the first time, there will be a federally set limit on medical FSAs. This is a provision of the Affordable Care Act that goes into effect for plan years beginning on or after January 1, 2013.