

## 2014 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 2014. Employers should review their benefit plans to ensure they reflect these new limits.

RETIREMENT PLANS	2013	2014
<b>Limits On Benefits And Contributions:</b>		
• Defined Benefit Plan, Basic Limit	\$205,000	\$210,000
• Defined Contribution Plan, Basic Limit	\$51,000	\$52,000
• 401(k) And 403(b) Plans, Elective Deferrals	\$17,500	\$17,500
• 457(b) Plans, Elective Deferrals	\$17,500	\$17,500
• SIMPLE Plans, Elective Deferrals	\$12,000	\$12,000
• Annual Compensation Limit	\$255,000	\$260,000
<b>Catch-Up Contributions:</b>		
• 401(k), 403(b) Or Governmental 457 Plans	\$5,500	\$5,500
• SIMPLE Plans	\$2,500	\$2,500
<b>"Highly Compensated" Definition</b>	\$115,000	\$115,000
<b>"Officer" For "Key Employee" Definition</b>	\$165,000	\$170,000

HEALTH SAVINGS ACCOUNTS	2013	2014
<b>Contributions</b>		
• Individual	\$3,250	\$3,300
• Family	\$6,450	\$6,550
<b>Deductible</b>		
• Self-Only	\$1,250	\$1,250
• Family	\$2,500	\$2,500
<b>Out-Of-Pocket</b>		
• Self-Only	\$6,250	\$6,350
• Family	\$12,500	\$12,700
<b>Post-55 Catch-Up Limit</b>	\$1,000	\$1,000

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HealthCare

MEDICARE	2013	2014
<b>Part A (Hospital Insurance):</b>		
• Inpatient Deductible	\$1,184	\$1,216
• Daily Coinsurance, Days 61-90	\$296	\$304
• Daily Coinsurance, Days 90-150 Lifetime Reserve	\$592	\$608
• Daily Coinsurance, Skilled Nursing Facility	\$148	\$152
<b>Part B (Supplementary Medical Insurance):</b>		
• Monthly Premium <sup>1</sup>	\$104.90	\$104.90
• Deductible	\$147	\$147
<b>Part D (Prescription Drug Benefit)</b>		
• Base Part D Premium	\$31.17	\$32.42
• Annual Deductible	\$325	\$310
• Initial Coverage Limit	\$2,970	\$2,850
• Annual Out-Of-Pocket Threshold	\$4,750	\$4,750
• Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold	\$2.65 generic \$6.60 other	\$2.55 generic \$6.35 other

MEDICAL SAVINGS ACCOUNTS	2013	2014
<b>Individual Deductible Range</b>	\$2,150 – \$3,200	\$2,200 – \$3,250
<b>Individual Out-Of-Pocket Maximum</b>	\$4,300	\$4,350
<b>Family Deductible Range</b>	\$4,300 – \$6,450	\$4,350 – \$6,550
<b>Family Out-Of-Pocket Maximum</b>	\$7,850	\$8,000

LONG TERM CARE INSURANCE DEDUCTIBLE PREMIUMS	2013	2014
<b>Age:</b>		
• 40 or less	\$360	\$370
• 41-50	\$680	\$700
• 51-60	\$1,360	\$1,400
• 61-70	\$3,640	\$3,720
• Over 70	\$4,550	\$4,660

<sup>1</sup> 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.

<b>FLEXIBLE SPENDING ACCOUNTS</b>	<b>2013</b>	<b>2014</b>
Dependent Care	\$5,000	\$5,000
Medical	\$2,500	\$2,500

<b>QUALIFIED TRANSPORTATION FRINGE BENEFIT</b>	<b>2013</b>	<b>2014</b>
Parking	\$245	\$250
Transit Pass/Commuter Vehicle	\$125	\$130

<b>CONTROL EMPLOYEE DEFINITION FOR COMMUTING VALUATION</b>	<b>2013</b>	<b>2014</b>
Officer Compensation	\$100,000	\$105,000
Employee Compensation	\$205,000	\$210,000

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