



IRS Announces Indexed Limits for 2015

The IRS announced the 2015 indexed dollar limits to qualified retirement plans, Health Savings Accounts and out-of-pocket spending limits for High Deductible Health Plans that must be used in conjunction with HSAs. This update is provided for informational purposes to clients of Burnham Benefits and is not intended as legal advice.

Retirement Plans	2014	2015
401(k) Employee Deferral Limit	\$17,500	\$18,000
Defined Contribution Dollar Limit 415(c)	\$52,000	\$53,000
Annual Compensation Limit 401(a), 404(l)	\$260,000	\$265,000
Age 50+ Catch-up Contribution 401(k), 403(b)	\$5,500	\$6,000
Key Employee Officer (Compensation) 416(i)	\$170,000	\$170,000
Highly Compensated Employee/HCE Income Limit 414(q)	\$115,000	\$120,000
Defined Benefit Plan Dollar Limit 415(b)	\$210,000	\$210,000
Government / Tax Exempt Deferral Limit 457(e)	\$17,500	\$18,000
IRA/Roth IRA Accounts 219(b)	\$5,500	\$5,500
IRA/Roth IRA Age 50+ Catch-up 219(b)	\$1,000	\$1,000
Social Security Taxable Wage Base	\$117,000	\$118,500
Healthcare Flexible Spending Accounts (HFSA)	\$2,500	\$2,550
Dependent Care Flexible Spending Accounts (DFSA)	\$5,000	\$5,000
High Deductible Health Plans	2014	2015
HDHP Self-only Coverage Minimum Deductible	\$1,250	\$1,300
HDHP Family Coverage Minimum Deductible	\$2,500	\$2,600
HDHP Self-only Coverage Maximum Out-of-Pocket	\$6,350	\$6,450
HDHP Family Coverage Maximum Out-of-Pocket	\$12,700	\$12,900
HSA Self-only Coverage Maximum Contribution	\$3,300	\$3,350
HSA Family Coverage Maximum Contribution	\$6,550	\$6,650
HSA Age 55+ Catch-Up Contribution	\$1,000	\$1,000

Source: www.irs.gov/

Burnham Benefits Insurance Services
 2211 Michelson Drive, Suite 1200
 Irvine, Ca 92612
 Phone: 949.833.2983 Fax: 949.833.9549
 Learn more at burnhambenefits.com

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