



IRS Announces Indexed Limits for 2014

The IRS announced the 2014 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	2013	2014
401(k) Employee Deferral Limit	\$17,500	\$17,500
Defined Contribution Dollar Limit 415(c)	\$51,000	\$52,000
Annual Compensation Limit 401(a), 404(l)	\$255,000	\$260,000
Age 50+ Catch-up Contribution 401(k), 403(b)	\$5,500	\$5,500
Key Employee Officer (Compensation) 416(i)	\$165,000	\$170,000
Highly Compensated Employee/HCE Income Limit 414(q)	\$115,000	\$115,000
Defined Benefit Plan Dollar Limit 415(b)	\$205,000	\$210,000
Government / Tax Exempt Deferral Limit 457(e)	\$17,500	\$17,500
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	\$113,700	\$117,000
Healthcare Flexible Spending Accounts (HFSA)	\$2,500	\$2,500
Dependent Care Flexible Spending Accounts (DFSA)	\$5,000	\$5,000
High Deductible Health Plans	2013	2014
HDHP Self-only Coverage Minimum Deductible	\$1,250	\$1,250
HDHP Family Coverage Minimum Deductible	\$2,500	\$2,500
HDHP Self-only Coverage Maximum Out-of-Pocket	\$6,250	\$6,350
HDHP Family Coverage Maximum Out-of-Pocket	\$12,500	\$12,700
HSA Self-only Coverage Maximum Contribution	\$3,250	\$3,300
HSA Family Coverage Maximum Contribution	\$6,450	\$6,550
HSA Age 55+ Catch-Up Contribution	\$1,000	\$1,000

Source: www.irs.gov/

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