December 4, 2014

2015 Employee Benefit Plan and Transportation Limits

The below presents the Internal Revenue Service ("IRS") announced 2015 cost-of-living adjustments for retirement and health & welfare plans, and transportation programs.

Retirement Plan Limits

Although several limitations are changing in 2015, one key limit will not change. The IRA contribution limitation remains the same. Notable 2015 *annual* limitations as compared to 2014 are as follows:

	2015	2014
401(k), 403(b) & 457(b) plan employee deferrals	$ **18,000**	$ 17,500
Employee age 50 catch-up contribution	**6,000**	5,500
SIMPLE plan employee deferrals	**12,500**	12,000
SIMPLE plan age 50 catch-up contribution	**3,000**	2,500
IRA contribution limit (traditional and Roth)	**5,500**	5,500
IRA age 50 catch-up contribution	**1,000**	1,000
Defined contribution plan limit	**53,000**	52,000
Defined benefit plan limit	**210,000**	210,000
Annual compensation limit	**265,000**	260,000
Highly compensated employee	**120,000**	115,000
Key employee	**170,000**	170,000
FICA taxable wage base	**118,500**	117,000

Health and Welfare Plan Limits

The 2015 *annual* limitations as compared to 2014 are as follows:

	2015	2014
Flexible Spending Accounts (FSA)	$ **2,550**	$ 2,500
HSA age 55 catch-up contribution	**1,000**	1,000
Self-only Coverage:		
HSA contribution	**3,350**	3,300
Minimum deductible for HDHP	**1,300**	1,250
Maximum OOP expense limit for HDHP	**6,450**	6,350
Family Coverage:		
HSA contribution	**6,650**	6,550
Minimum deductive for HDHP	**2,600**	2,500
Maximum OOP expense limit for HDHP	**12,900**	12,700

HSA = Health Savings Account
HDHP = High Deductible Health Plan
OOP = Out-Of-Pocket

Qualified Transportation Fringe Benefit Limits

The 2015 ***monthly*** qualified transportation fringe benefit limitations as compared to 2014 are as follows:

	2015	2014
Parking	**$ 250**	$ 250
Transit	**130**	130
Bicycle	**20**	20

Plan sponsors should update payroll and plan administration systems for the 2015 cost-of-living adjustments and should incorporate the new limits in relevant participant communications.