



IN THE BUSINESS OF YOUR SUCCESS®

LEGISLATIVE UPDATE

Eye on Washington

IRS RELEASES 2015 HSA LIMITS

On April 23, 2014, the Internal Revenue Service (IRS) via Revenue Procedure 2014-30, released inflation-adjusted health savings account (HSA) contributions and high-deductible health plan (HDHP) limitations for calendar year 2015. These limits are indexed for inflation and released annually by June 1 for the following year, as established under the Tax Relief and Health Care Act of 2006.

An HSA is a tax-advantaged savings account that belongs to the person who establishes it and must be paired with a qualified high-deductible health plan (HDHP).

Anyone who participates in an HDHP can make HSA contributions for the tax year generally through April 15 of the following year – and in some instances, other parties including employers also make a contribution on behalf of each employee who is participating in an HDHP.

The 2015 limits are as follows:

2015 Annual HSA Contribution Limits:

Self-only HDHP coverage: \$3,350* (up \$50 from 2014)

Family HDHP coverage: \$6,650* (up \$100 from 2014)

*However, an individual who has reached the age of 55 by the end of the calendar year may contribute an additional \$1,000 per year.

2015 Annual HDHP Minimum Deductibles:

Self-only coverage: \$1,300 (up \$50 from 2014)

Family coverage: \$2,600 (up \$100 from 2014)

2015 HDHP Out-of-Pocket Limits: (includes deductibles, copayments and other amounts, but not premiums)

Self-only coverage: \$6,450 (up \$100 from 2014)

Family coverage: \$12,900 (up \$200 from 2014)

For a copy of Revenue Procedure 2014-30, please click on the link provided below.

<http://www.irs.gov/pub/irs-drop/rp-14-30.pdf>

ADP is committed to providing our clients with the most current information available on annual limit changes.

ADP Compliance Resources

ADP maintains a staff of dedicated professionals who carefully monitor federal and state legislative and regulatory measures affecting employment-related human resource, payroll, tax and benefits administration, and help ensure that ADP systems are updated as relevant laws evolve. For the latest on how federal and state tax law changes may impact your business, visit the ADP *Eye on Washington* Web page located at www.adp.com/regulatorynews.

ADP is committed to assisting businesses with increased compliance requirements resulting from rapidly evolving legislation. Our goal is to help minimize your administrative burden across the entire spectrum of employment-related payroll, tax, HR and benefits, so that you can focus on running your business. This information is provided as a courtesy to assist in your understanding of the impact of certain regulatory requirements and should not be construed as tax or legal advice. Such information is by nature subject to revision and may not be the most current information available. ADP encourages readers to consult with appropriate legal and/or tax advisors. Please be advised that calls to and from ADP may be monitored or recorded. If you have any questions regarding our services, please call 855-466-0790.