

## IRS Announces More 2015 Benefit Plan Limits

The IRS has issued [Revenue Procedure 2014-61](#), which contains 2015 limits for qualified transportation fringe benefits, adoption assistance programs, long-term care premiums, health flexible spending accounts, and medical savings accounts. Retirement plan limits were released earlier this month and are summarized in our [October 23, 2014 For Your Information](#).

### Qualified Transportation Fringe Benefits

The monthly limits under section 132(f) for tax years beginning in 2015 are unchanged from 2014:

	2015	2014
Commuter highway vehicle and transit pass	\$ 130	\$ 130
Qualified parking	\$ 250	\$ 250

**Comment:** Proposed legislation would once again bring the 2014 and 2015 transit benefit in line with the parking benefit if enacted.

### Adoption Assistance Programs

For employer-provided adoption assistance programs, the maximum amount excludible from an employee's income in 2015 (compared with 2014) for the adoption of a child (both for regular and special needs adoptions) is shown below. The excludible amount phases out for taxpayers with modified adjusted gross income that exceeds certain levels:

	2015	2014
Excludible amount	\$ 13,400	\$ 13,190
<b>Phase-out income thresholds</b>		
Phase-out begins	\$ 201,010	\$ 197,880
Phase-out complete	\$ 241,010	\$ 237,880

## Long-term Care Premiums

The limits under section 213 for eligible long-term care premiums that qualify as medical expenses for tax years beginning in 2015 (compared with 2014) are shown below, based on attained age before the close of the taxable year:

	2015	2014
Age 40 or less	\$ 380	\$ 370
> 40 but ≤ 50	\$ 710	\$ 700
> 50 but ≤ 60	\$ 1,430	\$ 1,400
> 60 but ≤ 70	\$ 3,800	\$ 3,720
> 70	\$ 4,750	\$ 4,660

## Health Savings Accounts

The 2015 limits for contributions to health savings accounts and for high-deductible health plans were released earlier this year. (See our [April 29, 2014](#) *For Your Information*.)

## Health Flexible Savings Arrangements

The 2015 limitation on voluntary employee salary reductions for contributions to health flexible spending arrangements is \$2,550, up from \$2,500 for 2014.

## Medical Savings Accounts

Medical savings accounts (MSAs) are available to employees of small businesses and self-employed individuals if they participate in high-deductible health plans. The deductible limits and out-of-pocket limits in connection with these plans differ from those for HSAs.

For tax years beginning in 2015, the annual deductible for an MSA high-deductible health plan may not be less than \$2,200 and not more than \$3,300 for single coverage. The annual deductible for an MSA high-deductible health plan may not be less than \$4,450 and not more than \$6,650 for family coverage. Also, annual out-of-pocket expenses (exclusive of premiums) cannot exceed \$4,450 for single coverage and \$8,150 for family coverage.

## In Closing

Our *For Your Reference*, a wallet-sized booklet showing retirement plan and other benefit limits and various Social Security and Medicare key figures, will be available shortly from your consultant.

**Authors**

Lisa Ann Scalia, CPC, QPFC, QKA, QPA  
Marjorie Martin, EA, MAAA, MSPA

**Produced by the Knowledge Resource Center of Buck Consultants at Xerox**

The Knowledge Resource Center is responsible for national multi-practice compliance consulting, analysis and publications, government relations, research, surveys, training, and knowledge management. For more information, please contact your account executive or email [fyi@xerox.com](mailto:fyi@xerox.com).

You are welcome to distribute *FYI®* publications in their entirety. To manage your subscriptions, or to sign up to receive our mailings, visit our [Subscription Center](#).

This publication is for information only and does not constitute legal advice; consult with legal, tax and other advisors before applying this information to your specific situation.