



Benefit Plan and Payroll Limits for 2015

Set forth below are the 2015 and 2014 limitations for qualified plans and other benefit related items

	2015	2014
401(k), 403(b), 457(b)(2) and 457(c)(1) elective deferral limit	\$18,000	\$17,500
401(k), 403(b) and 457 catch-up contribution limit (if 50 or over)	\$6,000	\$5,500
Defined benefit plan max/Maximum annual pension	\$210,000	\$210,000
Defined contribution plan max/Maximum annual contribution	\$53,000	\$52,000
Qualified plan annual compensation limit	\$265,000	\$260,000
Highly compensated employee	\$120,000	\$115,000
Key employee - officer	\$170,000	\$170,000
SIMPLE retirement deferrals	\$12,500	\$12,000
FICA tax rate (OASDI and HI) *plus additional .9% HI on wages over \$200,000	Employee 7.65%* Employer 7.65%	Employee 7.65%* Employer 7.65%
Social Security taxable wage base (OASDI only)	\$118,500	\$117,000
ACA maximum out-of-pocket expenses for essential health benefits (non-grandfathered)	Individual \$6,600 Family \$13,200	Individual \$6,350 Family \$12,700
Healthcare FSA maximum salary reduction	\$2,550	\$2,500
Qualified High Deductible Health Plan (QHDHP) minimum deductible	Individual \$1,300 Family \$2,600	Individual \$1,250 Family \$2,500
Qualified High Deductible Health Plan (QHDHP) maximum out-of-pocket expenses	Individual \$6,450 Family \$12,900	Individual \$6,350 Family \$12,700
HSA maximum annual contribution	Individual \$3,350 Family \$6,650	Individual \$3,300 Family \$6,550
HSA catch-up contribution limit (if 55 or over)	\$1,000	\$1,000
Maximum income exclusion for employer-provided adoption assistance	\$13,400	\$13,190
Qualified parking monthly limit	\$250	\$250
Transit passes/Vanpooling combined monthly limit	\$130	\$130
Standard mileage rate	\$.575	\$.56
Auto use for medical care	\$.23	\$.235