



# SPECIAL Alert

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*In this fifth McGrawWentworth Special Alert for 2014, we report the updated 2015 parameters for High Deductible Health Plans (HDHPs) and Health Savings Accounts (HSAs). Several parameters associated with HDHPs and HSAs are annually indexed.*

*In 2015, the high deductible health plan maximum is not the same as the maximum out-of-pocket limit that applies to non-grandfathered health plans under reform. Both amounts are indexed annually. They are indexed on different metrics.*

*We welcome your comments and suggestions regarding this issue of our Special Alert. For more information on this article, please contact your Account Manager or visit the McGrawWentworth web site at [www.mcgrawwentworth.com](http://www.mcgrawwentworth.com).*

## “2015 HDHP & HSA Parameters”

The IRS recently released the 2015 limits for High Deductible Health Plans (HDHPs) and Health Savings Accounts (HSAs). HSAs can be paired with qualifying HDHPs in a consumer-driven approach to providing health benefits. Contributions to these accounts as well as distributions and any interest accrued are tax-favored only when the employee uses these funds to pay for IRS-qualified medical expenses.

Employees must have a qualifying HDHP in order to contribute to an HSA. A number of rules apply to high deductible health plans to be considered qualifying HDHPs. A number of eligibility rules apply for an individual to contribute to an HSA. For details on these rules, please read our 2012 *Benefit Advisor* at [http://www.mcgrawwentworth.com/Benefit\\_Advisor/2012/BA\\_Issue\\_3.pdf](http://www.mcgrawwentworth.com/Benefit_Advisor/2012/BA_Issue_3.pdf). Contributions to HSAs and the provisions related to qualifying HDHPs are indexed.

2015 HDHP Parameters	2014	2015
Minimum Single Annual Deductible	\$1,250	\$1,300
Minimum Family Annual Deductible	\$2,500	\$2,600
Maximum Single Out-of-Pocket Limit	\$6,350	\$6,450
Maximum Family Out-of-Pocket Limit	\$12,700	\$12,900

  

2015 Contribution Limits	2014	2015
Contribution Limit Single Coverage	\$3,300	\$3,350
Contribution Limit Family Coverage	\$6,550	\$6,650
Catch Up Contribution (55 and older)	\$1,000	\$1,000

The rules allow for annual cost of living adjustments.

This updated information is important for employers planning to offer HSA-qualified HDHPs in 2015. If you have any questions regarding HDHPs and HSAs, please contact your McGrawWentworth Account Director. **MW**

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