

# Health Savings Accounts & High Deductible Health Plans – 2015 Dollar Amounts

Lisa Klinger, J.D.

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IRS Rev. Proc 2014-30 (April 23, 2014) increases the Health Savings Account (H.S.A.) maximum annual contribution for 2015 by \$50 for individuals and \$100 for families (from \$3,300 to \$ 3,350 for individuals and from \$6,550 to \$6,650 for families). See the matrix below for an easy-to-read list of 2014 and 2015 dollar limits for H.S.A.s and for “high deductible health plans” (HDHPs).

H.S.A.s are special medical reimbursement accounts (under § 223) that generally can be funded only for individuals who are enrolled in “high deductible health plans” (HDHPs) as defined under IRC § 223(c)(2)(A), and who are not enrolled in non-HDHP health plans. (There are limited exceptions; H.S.A. contributions can be made by or on behalf of individuals who are also enrolled in “limited purpose” health flexible spending accounts, in “permitted insurance” under IRC § 223(c)(3), in “disregarded coverage” under IRC § 223(c)(1)(B)(ii) or in “preventive care” under § 223(c)(2)(C).)

Rev. Proc. 2014-30 also provides the 2015 inflation adjusted amounts for HDHPs. The maximum out-of-pocket amount for self-only coverage will increase \$100, from \$6,350 to \$6,450, and the maximum out-of-pocket amount for family coverage will increase \$200, from \$12,700 to \$12,900. Additionally, the HDHP minimum deductible for self-only coverage will increase \$50, from \$1,250 to \$1,300, and the HDHP minimum deductible for family coverage will increase \$100, from \$2,500 to \$2,600.

The amounts for 2014 and 2015 are shown below, separately for individual coverage and for family coverage. The far-right column shows the increase from 2014-2015.

Type of Dollar Limit	2014 Limit	2015 Limit	Increase from 2014
H.S.A. Maximum annual contribution, individual coverage*	\$ 3,300	\$ 3,350	\$ 50
H.S.A. Maximum annual contribution, family coverage*	\$ 6,550	\$ 6,650	\$100
HDHP Minimum deductible, individual coverage	\$ 1,250	\$ 1,300	\$ 50
HDHP Minimum deductible, family coverage	\$ 2,500	\$ 2,600	\$ 100
HDHP Maximum out-of-pocket amount, individual coverage	\$ 6,350	\$ 6,450	\$100
HDHP Maximum out-of-pocket amount, family coverage	\$12,700	\$12,900	\$200
H.S.A. annual “catch-up” contribution, only for account holders who will be at least age 55 by December 31 <sup>st</sup> and are not enrolled in Medicare	\$ 1,000	\$ 1,000	No change

**NOTE:** In 2015 the dollar amount of the out-of-pocket maximums for Affordable Care Act (ACA) **cost-sharing limits will be DIFFERENT** from the out-of-pocket maximums for HDHPs linked to HSAs. The ACA out-of-pocket limits originally were the SAME as the HDHP out-of-pocket limits, but in 2015 they will be slightly higher (\$6,600 single and \$13,200 family) than the HDHP/HSA limits (\$6,450 and \$12,900). This is because they increase based on different indices. The ACA cost-sharing limits are adjusted annually based on the percentage increase in the average per capita health insurance premium. These amounts were specified in the Final Rule on 2015 Benefit and

Payment Parameters. See March 12, 2014 article on HealthReformUpdates.com, at <http://news.leavitt.com/health-care-reform/final-rule-2015-benefit-payment-parameters-transitional-reinsurance-fee-44-cost-sharing-limits-2015-av-calculator/>

The annual limit on H.S.A. deductions is at Code section 223(b)(2)(A)

High deductible health plan definition, annual deductible minimum and out-of-pocket maximum are in Code section 223(c)(2)(A). The out-of-pocket maximum includes in-network deductibles, copayments and coinsurance, but does not include premiums or balance-billing for out-of-network services.

Rev. Proc. 2014-30 is at <http://www.irs.gov/pub/irs-drop/rp-14-30.pdf>