



FlexToday News Briefs

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Rates and Limits - Updated May 2009

Description	Plan Year		
	2010	2009	2008
Medical Flex Spending Account &/or Pre-Tax Premium Benefits	No statutory limit. Limits set by Employer plan design.		
Dependent "Day Care" Contribution Limits			
Head of Household or Married Filing a Joint Tax Return	\$5,000	\$5,000	\$5,000
Married Filing Separate Tax Returns	\$2,500	\$2,500	\$2,500
Adoption Assistance	Not Yet Published	\$12,150	\$11,650
Commuter Choice / Qualified Transportation Fringe Benefits			
Mass-Transit and Vanpool (combined limit)	\$230.00	\$230/month *	\$115/month
Parking	Not Yet Published	\$230/month	\$220/month
* The combined Mass-Transit and Vanpool monthly benefit limit changed from \$120 per month to \$230 per month beginning 3/1/2009.			
Health Savings Accounts (HSA) Contribution Limits			
Self-Only Coverage	\$3,050	\$3,000	\$2,900
Family Coverage	\$6,150	\$5,950	\$5,800
Catch up Contributions for individuals age 55 or older	\$1,000	\$1,000	\$900
High Deductible Health Plan (HDHP) minimum 2010 deductible \$1,200 for single coverage and \$2,400 for family coverage (increased from \$1,200 and \$2,300, respectively). DHP out-of-pocket maximum \$5,950 for single coverage and \$11,900 for family coverage (increased from \$5,800 and \$11,600 respectively). For plan years beginning after 12/31/2006, individuals who are eligible individuals on the first day of the last month of the taxable year (December 1 st for most taxpayers) are allowed the full annual contribution (plus catch up contribution, if 55 or older by year end), regardless of the number of months the individual was an eligible individual in the year. For individuals who are no longer eligible individuals as of December 1 st each year, both the HSA contribution and catch up contribution apply pro rata based on the number of months of the year a taxpayer is an eligible individual.			
Miscellaneous Limits and Definitions			
Medical Mileage Expense Rate	Not Yet Published	\$.24/mile	To 06/08 19¢/mile To 12/08 27¢/mile
Business Mileage Expense Rate		\$.55/mile	To 06/08 50.5¢/mile To 12/08 58.5¢/mile
401(k) and 457 Plan Contribution Limits		\$16,500	\$15,500
Social Security Wage Base (OASDI)		\$106,800	\$102,000
Highly Compensated Definition		\$110,000	\$105,000
Key Employee Definition		\$160,000	\$150,000

COMMENTARY: The 2009 Commuter Choice maximum deduction/contribution amounts for payroll purposes:

Payroll Schedule	Weekly 52/year	Biweekly 26/year	Semi-monthly 24/year	Monthly 12/year
Mass-Transit & Parking	\$53.05	\$106.15	\$115.00	\$230.00