



CareFirst Sales Flash

For Distribution to Brokers/General Producers/Full-Service Producers Only
(Not intended for distribution to Groups and Members)

Date: April 9, 2018

Market: All

New IRS Update for Health Savings Account (HSA) Limits for 2018

On March 5, 2018, the Internal Revenue Service (IRS) released a reduction due to changes made in the Tax Cuts and Job Act, therefore, certain adjustments were needed. There is now a reduction in the maximum family Health Savings Account (HSA) contribution for those with family coverage under a High Deductible Health Plan (HDHP) from \$6,900 to a new limit of \$6,850 for calendar year 2018. The single contribution limit remains unchanged at \$3,450 per year.

IRS HSA Limits	2017	Previously Announced for 2018	New 2018	Change (+/-) from 2017
HSA Contribution Limits				
Individual Coverage	\$3,400	\$3,450	(Unchanged)	+ \$50
Family Coverage	\$6,750	\$6,900	\$6,850	+ \$100
HDHP Minimum Required Deductibles				
Individual Coverage	\$1,300	\$1,350	(Unchanged)	+ \$50
Family Coverage	\$2,600	\$2,700	(Unchanged)	+ \$100

Adoption Assistance

In addition to having the option to offer Health Care and Dependent Care Flexible Spending Accounts (FSAs), employers may also offer an Adoption Assistance FSA for an April 1, 2018 effective date through our partnership with FurtherSM. Employees expanding their families through adoption will appreciate this added benefit. This enhancement covers:

- Adoption agency fees
- Legal fees
- Court costs
- Other processing fees

For more information regarding Adoption Assistance please send an email to carefirst@hellofurther.com.

The IRS also released updated 2018 tax credit amounts for adoption assistance.

	2017 Dollar Limit	2018 Dollar Limit (previously announced by IRS)	New 2018 Dollar Limit	Change (+/-) from 2017
Adoption Assistance Programs	Maximum per adoption income tax exclusion: \$13,570	Maximum per adoption income tax exclusion: \$13,840	Maximum per adoption income tax exclusion: \$13,810	+\$240

Should you have any questions, please contact your broker sales representative.