



2024 Limits Announced for HDHPs, HSAs, and Excepted Benefit HRAs

May 18, 2023

On May 16, 2023, the Internal Revenue Service (IRS) announced the new limits for high-deductible health plans (HDHPs), health savings accounts (HSAs), and excepted benefit health reimbursement arrangements (EBHRAs) in [Revenue Procedure 2023-23](#).

The new limits for both HDHPs and HSAs will go into effect for calendar year 2024 while the HRA limits will go into effect for plan years beginning in 2024.

Highlights of Health & Welfare Plan Limit Increases

High-Deductible Health Plans	2023	2024	Change
Self-Only Coverage: Maximum annual out-of-pocket limit (excluding premiums)	\$7,500	\$8,050	+ \$550
Family Coverage: Maximum annual out-of-pocket limit (excluding premiums)	\$15,000	\$16,100	+ \$1,100
Self-Only Coverage: Minimum annual deductible	\$1,500	\$1,600	+ \$100
Family Coverage: Minimum annual deductible	\$3,000	\$3,200	+ \$200
Health Savings Accounts			
Self-Only Coverage: Annual employee + employer contribution limit	\$3,850	\$4,150	+ \$300
Family Coverage: Annual employee + employer contribution limit	\$7,750	\$8,300	+ \$550
Catch-up Contributions (age 55 and older)	\$1,000	\$1,000	
Excepted Benefit Health Reimbursement Arrangements			
Annual contribution limit	\$1,950	\$2,100	+ \$150



This information has been prepared for UBA by Fisher & Phillips LLP. It is general information and provided for educational purposes only. It is not intended to provide legal advice. You should not act on this information without consulting legal counsel or other knowledgeable advisors.