



IRS Announces 2024 HSA and HDHP limit increase

The IRS has released the updated 2024 cost-of-living adjusted limits for Health Savings Accounts (HSAs) and High Deductible Health Plans (HDHPs). Here are the details:

HSA Contribution Limits: The 2024 limit is \$4,150 for individuals with self-only HDHP (up from \$3,850 in 2023), and \$8,300 for individuals with family HDHP coverage (up from \$7,750 in 2023)

HDHP Minimum Deductibles: The 2024 deductible is \$1,600 for self only HDHP coverage (up from \$1,500 in 2023), and \$3,200 for family HDHP coverage (up from \$3,000 in 2023)

HDHP Out-of-Pocket Maximums: The 2024 limit, including deductibles, copayments, and coinsurance, is \$8,050 for self-only HDHP coverage (up from \$7,500 in 2023), and \$16,100 for family HDHP coverage (up from \$15,000 in 2023).

EBHRA Contribution Limit: The 2023 maximum amount is \$2,100 (up from \$1,950 in 2023).

	2024	2023
HSA	Single \$4,150 / Family \$8,300	Single \$3,850 / Family \$7,750
HDHP (self-only coverage)	\$1,600 minimum deductible / \$8,050 out-of-pocket limit	\$1,500 minimum deductible / \$7,500 out-of-pocket limit
HDHP (family coverage)	\$3,200 minimum deductible / \$16,100 out-of-pocket limit	\$3,000 minimum deductible / \$15,000 out-of-pocket limit
EBHRA	\$2,100	\$1,950

As stated above, the HDHP out-of-pocket maximums are larger than the increases to the HSA contribution limits. Therefore, some individuals may have to pay more out-of-pocket expenses without the benefit of a HSA tax break. The catch-up contribution limit (for HSA-eligible individuals aged 55 or older) remains at \$1,000. EBHRAs, first available in 2020, are limited-dollar, non-integrated HRAs that qualify as excepted benefits. They can be offered by employers of any size and must meet specified requirements.