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IRS announces 2024 HSA/HDHP and excepted benefit HRA limits

The IRS has released the HSA and HDHP limits for 2024. The annual contribution limits, minimum deductible, and out-of-pocket amounts all increased over the 2023 limits. They also released the 2024 excepted benefit HRA amount, which also increased over 2023. Plan sponsors with an HDHP offering should ensure that the deductibles comply with the new minimum amounts.

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Background

In Revenue Procedure [2023-23](#), the IRS issued the calendar year 2024 inflation-adjusted contribution limits for health savings accounts (HSAs) along with the minimum deductible and maximum out-of-pocket (OOP) limits for high deductible health plans (HDHPs). (See our [August 12, 2019 FYI](#) for more information on excepted benefit health reimbursement arrangements (HRAs).)

	2024	2023	Change
HSA statutory contribution amount			
Self-only	\$4,150	\$3,850	+ \$300
Family	\$8,300	\$7,750	+ \$550
Catch-up contribution (age 55 or older)	\$1,000	\$1,000	no change
HDHP minimum deductible amount			
Self-only	\$1,600	\$1,500	+ \$100
Family	\$3,200	\$3,000	+ \$200

	2024	2023	Change
HDHP maximum out-of-pocket amount			
Self-only	\$8,050	\$7,500	+ \$550
Family	\$16,100	\$15,000	+ \$1,100
Excepted benefit HRA maximum benefit	\$2,100	\$1,950	+ \$150

In closing

Plan sponsors with HDHP deductibles below the new minimums of \$1,600 for self-only and \$3,200 for family coverage will need to increase those deductibles in 2024. While the OOP maximums have increased for 2024, they are still below the maximum limits on cost sharing allowed in 2024 under the Affordable Care Act (ACA) of \$9,450 for self-only and \$18,900 for family coverage.

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