

May 17, 2023

# A Summary of Certain 2024 Health and Welfare Benefit Plan Limits

## Limits Adjusted for the Upcoming Year

The IRS released [Rev. Proc. 2023-23](#) on May 16, 2023, containing the 2024 high deductible health plan (HDHP) and health savings account (HSA) annual limits. The U.S. Department of Health & Human Services also previously released the [2024 annual limits](#) for non-grandfathered medical plans subject to the Affordable Care Act (ACA).

The following limits apply to plan years beginning during the applicable calendar year. Limits for 2023 and 2024 are shown below for comparison purposes.

ACA Limits		
Item	2023	2024
<b>Out-of-Pocket Maximum Limit<sup>1</sup></b>	Self-only: \$9,100 Family: \$18,200	Self-only: \$9,450 Family: \$18,900
<b>Embedded Self-Only Out-of-Pocket Maximum Limit<sup>1</sup></b>	\$9,100	\$9,450

High Deductible Health Plan (HDHP) Limits		
Item	2023	2024
<b>HDHP Minimum Deductible</b>	Self-only: \$1,500 Family: \$3,000	Self-only: \$1,600 Family: \$3,200
<b>Minimum Embedded Ind. Deductible (if used)<sup>2</sup></b>	\$3,000	\$3,200
<b>HDHP Out-of-Pocket Maximum Limit</b>	Self-only: \$7,500 Family: \$15,000	Self-only: \$8,050 Family: \$16,100
<b>Embedded Self-Only Out-of-Pocket Maximum Limit<sup>1</sup></b>	\$9,100	\$9,450

Please note that although the above deductible and out-of-pocket maximum limits apply on a plan year basis based on when plan year began, the health savings account (HSA) contribution limits below will apply on a **calendar year** basis (regardless of the plan year for the underlying HDHP).

<sup>1</sup> This limit does not apply to plans that remain grandfathered under the ACA. Embedded self-only out-of-pocket maximum limits (OOPMs) are required for non-grandfathered plans with family OOPMs above the self-only ACA limit. A qualified HDHP plan must also satisfy this requirement.

<sup>2</sup> If an HDHP uses an embedded individual deductible for family coverage, the embedded individual deductible cannot be less than the annual statutory minimum family deductible to maintain qualified HDHP status.

HSA Contribution Limits		
	2023	2024
<b>HSA Annual Contribution Limit</b>	Self-only: \$3,850 Family: \$7,750	Self-only: \$4,150 Family: \$8,300
<b>HSA Catch-up Contribution Limit (age 55 and older)</b>	\$1,000	\$1,000

## 2024 maximum amount for Excepted Benefit HRA

IRS Rev. Proc. 2023-23 also includes the 2024 revised annual contribution limit for Excepted Benefit HRAs. The maximum annual HRA contribution is \$2,100 for plan years that begin in 2024.

Excepted Benefit HRAs were created in late 2017 via a Presidential Executive Order. If it meets certain conditions, an Excepted Benefit HRA is exempt from the ACA's plan design mandates, allowing an employer to offer it on a standalone basis. Excepted Benefit HRAs may reimburse general medical expenses and premiums for COBRA, short-term limited duration insurance, and other excepted benefits coverage. Our previous [Alert](#) covers Excepted Benefit HRAs in more detail.

## Still to come

The 2024 annual limits for health flexible spending accounts, qualified transportation benefits, and adoption assistance will appear later this year.

## About the author



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