

Summary Of Selected Health & Welfare Benefit Plan Limits

	2017	2018	2019	2020	2021	2022	2023	2024
Health Savings Account (HSA) Contributions¹								
Contribution limit – individual coverage	3,400	3,450	3,500	3,550	3,600	3,650	3,650	4,150
Contribution limit – family coverage	6,750	6,900	7,000	7,100	7,200	7,300	7,750	8,300
Catch-up contributions (≥ age 55)	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
High-Deductible Health Plan (HDHP): Minimum Deductible²								
Individual coverage	1,300	1,350	1,350	1,400	1,400	1,400	1,500	1,600
Family coverage	2,600	2,700	2,700	2,800	2,800	2,800	3,000	3,200
HDHP – Out-Of-Pocket Maximum²								
Individual coverage	6,550	6,650	6,750	6,900	7,000	7,050	7,500	8,050
Family coverage	13,100	13,300	13,500	13,800	14,000	14,100	15,000	16,100
Health Flexible Spending Arrangements (FSAs)³								
Contribution limit	2,600	2,650	2,700	2,750	2,750	2,850	3,050	3,200
Maximum carryover limit	500	500	500	550	550	570	610	640
Affordable Care Act								
PCORI Fee⁴								
	2.26 pp	2.39 pp	2.45 pp	2.54 pp	2.66 pp	2.79 pp	3.00 pp	3.22 pp
ACA Employer Shared Responsibility Payments (a.k.a. “assessable payments” or penalties)⁵								
Code § 4980H(a)	2,260	2,320	2,500	2,570	2,700	2,750	2,880	2,970
Code § 4980H(b)	3,390	3,480	3,750	3,860	4,060	4,120	4,320	4,460
Out-of-Pocket Limit (Non-Grandfathered)⁶								
Individual	7,150	7,350	7,900	8,150	8,550	8,700	9,100	9,450
Family	14,300	14,700	15,800	16,300	17,100	17,400	18,200	18,900
Group Health Plan Affordability								
Federal Poverty Line (FPL) ⁷ – Single Individual§	11,880	12,060	12,140	12,490	12,760	12,880	13,590	14,580
Affordability Percentage ⁷ **	9.69%	9.56%	9.66%	9.78%	9.83%	9.61%	9.12%	8.39%

¹ HDHPs must comply with both the ACA and HDHP limits.

² FPL for mainland United States (does not include AK or HI).

³ Applies to determining the affordability of offered minimum essential coverage using household income or an affordability safe harbor.

Sources: ¹ Rev. Proc. 2023-23, ² Rev. Proc. 2023-34, ³ Rev. Proc. 2023-70 ⁴ Rev. Proc. 2023-17 ⁵ HHS Notice of Benefit and Payment Parameters (12/12/2022) ⁶ HHS Poverty Guidelines ⁷ Rev. Proc. 2023-29

New Directions In Welfare Plan Benefits Instituting Health Care Cost

RJ Alexander



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