

BENEFIT LIMITS

Tax-Advantaged Plan Limits and Thresholds

| | 2024 | 2023 | 2022 |
|---|----------|---------------------------|---------------------------|
| Flexible Spending Accounts (FSA) | | | |
| Health FSA Maximum Election | \$3,050 | \$2,850 | \$2,850 |
| Dependent Care FSA Maximum Election | \$5,000 | \$5,000 | \$5,000 |
| Health FSA Rollover (if plan permits) | \$640 | \$610 | \$570 |
| Health Savings Accounts (HSA) | | | |
| Minimum Annual Deductible — Single | \$1,600 | \$1,500 | \$1,400 |
| Minimum Annual Deductible — Family | \$3,200 | \$3,000 | \$2,800 |
| Out-of-Pocket Maximum — Single | \$8,050 | \$7,500 | \$7,050 |
| Out-of-Pocket Maximum — Family | \$16,100 | \$15,000 | \$14,100 |
| HSA Maximum Contribution Limit — Single | \$4,150 | \$3,850 | \$3,650 |
| HSA Maximum Contribution Limit — Family | \$8,300 | \$7,750 | \$7,300 |
| HSA Catch-Up Contribution Limit (age 55+) | \$1,000 | \$1,000 | \$1,000 |
| Qualified Small Employer HRA (QSEHRA) Limits | | | |
| Single | TBD | \$5,850 \$487.50/month | \$5,450 \$454.17/month |
| Family | TBD | \$11,800 \$983.33/mo | \$11,050 \$920.83/mo |

ACA Limits, Taxes, Fees, and Penalties

| | 2024 | 2023 | 2022 |
|---|--------------------------|--------------------------|--------------------------|
| PCORI Fee (fee is per member, not per employee, per year) | | | |
| | \$3.00 | \$2.93 - \$3.06 | \$2.79 - \$2.93 |
| Plan Out-Of-Pocket Maximums | | | |
| Single | \$9,450 | \$9,100 | \$8,700 |
| Family | \$18,900 | \$18,200 | \$17,400 |
| Employer Shared Responsibility “Pay or Play” Penalties — only applies to Applicable Large Employers | | | |
| Penalty is the LESSER of the two below: | | | |
| 1.) Employer not offering coverage to at least 95% of full-time (FT) employees and their dependents (calculation = # FT employees employed each month (minus up to 30)) | | | |
| Annual Penalty A | \$2,970/FT employee/year | \$2,880/FT employee/year | \$2,750/FT employee/year |
| OR | | | |
| 2.) Offering coverage that is not “affordable**” or doesn’t provide Minimum Value (calculation = # FT employees who receive a premium tax credit x # of months) | | | |
| Annual Penalty B | \$4,460/FT employee/year | \$4,320/FT employee/year | \$4,120/FT employee/year |
| **Affordability thresholds for lowest-cost self-only option | 8.39% | 9.12% | 9.61% |