

BENEFIT LIMITS

Updated November 2023

Tax-Advantaged Plan Limits and Thresholds

	2024	2023	2022
Flexible Spending Accounts (FSA)			
Health FSA Maximum Election	\$3,200	\$3,050	\$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 - \$3.22	\$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%