



Table of Federal Limits

November 2023

Table of Contents

HEALTH FLEXIBLE SPENDING ACCOUNTS (HFSAS)..... 3

DEPENDENT CARE ASSISTANCE PROGRAMS (DCAPS)..... 3

ACA COMPLIANT PLANS 3

HEALTH SAVINGS ACCOUNTS (HSAS) & QUALIFIED HIGH DEDUCTIBLE HEALTH PLANS (HDHPS) 4

QUALIFIED TRANSPORTATION FRINGE BENEFITS 4

HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS).....5

PCORI FEE.....5

EMPLOYER SHARED RESPONSIBILITY (4980H) PENALTIES..... 6

Note: All limits listed are annual unless otherwise noted.

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Health Flexible Spending Accounts (HFSA's)

Benefit	2023 Limits	2024 Limits	Typically Updated
Employer Salary Reduction Contribution	\$3,050	\$3,200	October/November
Employer Contributions	Greater of: <ul style="list-style-type: none"> • Matching contribution (up to \$3,050); or • \$500 (plus Employee's salary reduction contribution) 	Greater of: <ul style="list-style-type: none"> • Matching contribution (up to \$3,200); or • \$500 (plus Employee's salary reduction contribution) 	
Maximum Carryover	\$610	\$640	

Dependent Care Assistance Programs (DCAP's)

Benefit	2023 Limits	2024 Limits	Typically Updated
Max Contribution if Single or Married Filing Jointly	\$5,000	\$5,000	Set in Statute (Not Indexed)
Max Contribution Married Filing Separately	\$2,500	\$2,500	Set in Statute (Not Indexed)

ACA Compliant Plans

Benefit	2023 Limits	2024 Limits	Typically Updated
Max OOP for Self-Only Coverage	\$9,100	\$9,450	HHS Notice of Benefit & Payment Parameters (Publishing Schedule Varies)
Max OOP for Family Coverage	\$18,200	\$18,900	

Health Savings Accounts (HSAs) & Qualified High Deductible Health Plans (HDHPs)

Benefit	2023 Limits	2024 Limits	Typically Updated
HSA Self-Only Maximum Contribution	\$3,850	\$4,150	April/May
HSA Family Max Contribution	\$7,750	\$8,300	
Catch-Up Contribution (55 or older)	\$1,000	\$1,000	
Minimum Self-Only HDHP Deductible	\$1,500	\$1,600	
Minimum Family HDHP Deductible*	\$3,000	\$3,200	
Maximum Self-Only HDHP OOP Limit	\$7,500	\$8,050	
Maximum Family HDHP OOP Limit	\$15,000	\$16,100	

**If the family HDHP plan design includes an embedded individual deductible, the embedded individual deductible must be at least the amount of the required minimum family deductible (\$3,000 in 2023, \$3,200 in 2024) to ensure that the HDHP does not begin paying before the minimum family deductible has been satisfied.*

Qualified Transportation Fringe Benefits

Benefit	2023 Limits	2024 Limits	Typically Updated
Parking (Monthly Limit Excludable from Income)	\$300/month	\$315/month	October/November
Transit Pass/Commuter Vehicle (Monthly Limit Excludable from Income)	\$300/month	\$315/month	

Health Reimbursement Arrangements (HRAs)

Benefit	2023 Limits	2024 Limits	Typically Updated
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Maximum Benefit for Self-Only Coverage	\$5,850	\$6,150	October/November
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Maximum Benefit for Family Coverage	\$11,800	\$12,450	October/November
Excepted Benefit HRA Maximum Benefit	\$1,950	\$2,100	April

PCORI Fee

Benefit/Requirement	2023 Amount	2024 Amount	Typically Updated
Payable July 31st	<p>\$2.79 per covered life for plan years ending in January 2022 – September 2022.</p> <p>\$3.00 per covered life for plan years ending in October – December 2022.</p>	<p>\$3.00 per covered life for plan years ending in January 2023 – September 2023</p> <p>\$3.22 per covered life for plan years ending in October – December 2023</p>	October/November

Employer Shared Responsibility (§4980H) Penalties

Requirement	2023 Amounts	2024 Amounts	Typically Updated
4980H(a)	\$2,880/year \$240/month	\$2,970/year \$247.50/month	April/May
4980H(b)	\$4,320/year \$360/month	\$4,460/year \$371.67/month	
Affordability Percentage	9.12%	8.39%	
Federal Poverty Level for Single-Only Household (Mainland)	\$13,590 (2022) can be used for setting rates for calendar year plans \$14,580 should be used for non-calendar year plans.	\$14,580 (2023) can be used for setting rates for calendar year plans TBD should be used for non-calendar year plans.	
Federal Poverty Level for Single-Only Household (Alaska)	\$16,990 (2022) can be used for setting rates for calendar year plans. \$18,210 should be used for non-calendar year plans.	\$18,210 (2023) can be used for setting rates for calendar year plans. TBD should be used for non-calendar year plans.	
Federal Poverty Level for Single-Only Household (Hawaii)	\$15,630 (2022) can be used for setting rates for calendar year plans. \$16,770 should be used for non-calendar year plans.	\$16,770 (2023) can be used for setting rates for calendar year plans. TBD should be used for non-calendar year plans.	