

# Compliance Bulletin

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## HSA/HDHP Limits Increase for 2023

On April 29, 2022, the IRS released [Revenue Procedure 2022-24](#) to provide the inflation-adjusted limits for health savings accounts (HSAs) and high deductible health plans (HDHPs) for 2023. The IRS is required to publish these limits by June 1 of each year.

These limits include:

- The maximum HSA contribution limit;
- The minimum deductible amount for HDHPs; and
- The maximum out-of-pocket expense limit for HDHPs.

These limits vary based on whether an individual has self-only or family coverage under an HDHP.

Eligible individuals with self-only HDHP coverage will be able to contribute **\$3,850** to their HSAs for 2023, up from \$3,650 for 2022. Eligible individuals with family HDHP coverage will be able to contribute **\$7,750** to their HSAs for 2023, up from \$7,300 for 2022. Individuals aged 55 or older may make an additional \$1,000 "catch-up" contribution to their HSAs.

The minimum deductible amount for HDHPs increases to **\$1,500** for self-only coverage and **\$3,000** for family coverage for 2023 (up from \$1,400 for self-only coverage and \$2,800 for family coverage for 2022). The HDHP maximum out-of-pocket expense limit increases to **\$7,500** for self-only coverage and **\$15,000** for family coverage for 2023 (up from \$7,050 for self-only coverage and \$14,100 for family coverage for 2022).

## Action Steps

Employers that sponsor HDHPs should review their plan's cost-sharing limits (minimum deductibles and maximum out-of-pocket expense limit) when preparing for the plan year beginning in 2023. Also, employers that allow employees to make pre-tax HSA contributions should update their plan communications for the increased contribution limits.

## HSA/HDHP Limits

The following chart shows the HSA and HDHP limits for 2023 as compared to 2022. It also includes the catch-up contribution limit that applies to HSA-eligible individuals who are age 55 or older, which is not adjusted for inflation and stays the same from year to year.

<b>Type of Limit</b>		<b>2022</b>	<b>2023</b>	<b>Change</b>
<b>HSA Contribution Limit</b>	Self-only	\$3,650	\$3,850	<b>Up \$200</b>
<b>HSA Contribution Limit</b>	Family	\$7,300	\$7,750	<b>Up \$450</b>
<b>HSA Catch-up Contributions</b> <i>(not subject to adjustment for inflation)</i>	Age 55 or older	\$1,000	\$1,000	No change
<b>HDHP Minimum Deductible</b>	Self-only	\$1,400	\$1,500	<b>Up \$100</b>
<b>HDHP Minimum Deductible</b>	Family	\$2,800	\$3,000	<b>Up \$200</b>
<b>HDHP Maximum Out-of-pocket Expense Limit</b> <i>(deductibles, copayments and other amounts, but not premiums)</i>	Self-only	\$7,050	\$7,500	<b>Up \$450</b>
<b>HDHP Maximum Out-of-pocket Expense Limit</b> <i>(deductibles, copayments and other amounts, but not premiums)</i>	Family	\$14,100	\$15,000	<b>Up \$900</b>

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