

# COMPLIANCE OVERVIEW



## Employee Benefit Plan Limits for 2024



Many employee benefits are subject to **annual dollar limits** that are adjusted for inflation by the IRS each year. The following commonly offered employee benefits are subject to these limits:

- High deductible health plans (HDHPs) and health savings accounts (HSAs);
- Health flexible spending accounts (FSAs);
- 401(k) plans; and
- Transportation fringe benefit plans.

The IRS typically announces the dollar limits that will apply for the next calendar year before the beginning of that year. This gives employers time to update their plan designs and make sure their plan administration is consistent with the new limits.

This Compliance Overview includes a chart of the inflation-adjusted limits for 2024. It also includes the 2023 limits for comparison purposes. **Most of these limits will increase for 2024.** Note that there are some benefit limits that are not indexed for inflation, such as the dependent care FSA limit and the catch-up contribution limit for HSAs.

Limit	2023	2024	Change
<b>HSA Contribution Limit</b>			
<b>Self-only</b>	\$3,850	\$4,150	<b>Up \$300</b>
<b>Family</b>	\$7,750	\$8,300	<b>Up \$500</b>
<b>Catch-up contributions*</b>	\$1,000	\$1,000	No change
<b>HDHP Minimum Deductible</b>			
<b>Self-only</b>	\$1,500	\$1,600	<b>Up \$100</b>
<b>Family</b>	\$3,000	\$3,200	<b>Up \$200</b>
<b>HDHP Out-of-Pocket Maximum</b>			
<b>Self-only</b>	\$7,500	\$8,050	<b>Up \$550</b>
<b>Family</b>	\$15,000	\$16,100	<b>Up \$1,100</b>
<b>Health FSA</b>			
<b>Limit on employees' pre-tax contributions</b>	\$3,050	\$3,200	<b>Up \$150</b>
<b>Carryover limit</b>	\$610	\$640	<b>Up \$30</b>
<b>Dependent Care FSA*</b>			
<b>Tax exclusion</b>	\$5,000 (\$2,500 if married and filing taxes separately)	\$5,000 (\$2,500 if married and filing taxes separately)	No change

Limit	2023	2024	Change
Transportation Fringe Benefits (Monthly Limits)			
Transit pass and vanpooling (combined)	\$300	\$315	Up \$15
Parking	\$300	\$315	Up \$15
401(k) Contributions			
Employee elective deferrals	\$22,500	\$23,000	Up \$500
Catch-up contributions	\$7,500	\$7,500	No change
Limit on total contributions	\$66,000	\$69,000	Up \$3,000
Adoptions Assistance Benefits			
Tax exclusion	\$15,950	\$16,810	Up \$860

\*Limits that are not adjusted for inflation

LINKS AND RESOURCES

- [IRS Revenue Procedure 2023-23](#): 2024 limits for HSAs and HDHPs
- [IRS Notice 2023-75](#): 2024 limits for retirement plans
- [IRS Revenue Procedure 2023-34](#): 2024 limits for health FSAs, adoption assistance and transportation fringe benefits

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