



Mercer projects 2024 HSA, HDHP and excepted-benefit HRA figures

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Mercer projects the 2024 inflation-adjusted amounts for health savings accounts (HSAs), high-deductible health plans (HDHPs) and excepted-benefit health reimbursement arrangements (HRAs) will rise significantly from 2023 levels. These unofficial 2024 amounts are determined using the Internal Revenue Code (IRC)'s cost-of-living adjustment methods, the US Bureau of Labor Statistics (BLS) published [Chained Consumer Price Index for All Urban Consumers \(C-CPI-U\)](#) values through January 2023, and Mercer's projected C-CPI-U values for February and March 2023.

Revisions to this GRIST reflect BLS's updated C-CPI-U values for April through December 2022, which exceeded previously published amounts. (C-CPI-U values are updated every quarter until they are finalized up to a year after initial publication.) The updates also reflect the initial January 2023 C-CPI-U value, which reflects significant inflation for the month. The new C-CPI-U values produce higher projections than Mercer's previous estimates for some limits, as noted below.

The table below shows the projected HSA, HDHP and excepted-benefit HRA amounts for 2024, along with the 2023 and 2022 values for comparison. The HSA catch-up contribution limit is set by statute and hasn't changed since 2009.

HSA and HDHP limits	Projected 2024	2023	2022
Self-only coverage			
Maximum tax-deductible/tax-free HSA contribution	\$4,150*	\$3,850	\$3,650
HDHP minimum annual deductible	1,600	1,500	1,400
HDHP in-network out-of-pocket maximum	8,000 or 8,050 [†]	7,500	7,050
Family coverage			
Maximum tax-deductible/tax-free HSA contribution	8,250 or 8,300 [†]	7,750	7,300
HDHP minimum annual deductible	3,200	3,000	2,800
HDHP in-network out-of-pocket maximum	16,000 or 16,100 [†]	15,000	14,100

HSA and HDHP limits	Projected 2024	2023	2022
HSA catch-up contribution limit at age 55 or older	\$1,000	\$1,000	\$1,000
Excepted-benefit HRA limit			
Maximum employer contribution	2,050	1,950	1,800
* Previous projection was either \$4,100 or \$4,150.			
† Previous projection was the lower amount shown in the table. Now the maximum is likely, but not certain, to be the higher amount.			

Affordable Care Act (ACA) out-of-pocket maximums are higher than projected amounts. As announced by the Centers for Medicare & Medicaid Services (CMS) in December 2022, the out-of-pocket maximums for nongrandfathered group health plans under the ACA — \$9,450 for self-only and \$18,900 for other coverages — are higher than the projected 2024 HDHP out-of-pocket maximums.

Related resources

Non-Mercer resources

- [Premium adjustment percentage, maximum annual limitation on cost sharing, reduced maximum annual limitation on cost sharing and required contribution percentage for the 2024 benefit year](#) (CMS, Dec. 12, 2022)

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- [Premium adjustment percentage, maximum annual limitation on cost sharing, reduced maximum annual limitation on cost sharing and required contribution percentage for the 2024 benefit year](#) (CMS, Dec. 12, 2022)

Mercer Law & Policy resources

- [Summary of 2023 benefit-related cost-of-living adjustments](#) (Jan. 25, 2023)
- [2023 quick benefit facts](#) (Jan. 20, 2023)
- [Two-year renewal of preeductible HDHP telehealth coverage now law](#) (Jan. 11, 2023)
- [Final rules ease restrictions on health reimbursement arrangements](#) (June 14, 2019)

Other Mercer resources

- [Consumer-directed health plans](#)
- [How to maximize HDHPs and HSAs to save costs, promote health and retain talent](#) (March 17, 2022)
- [HSAs: Saving for, and during, an emergency](#) (May 14, 2020)

- [Could free COVID-19 services sabotage your HSA? IRS just weighed in](#) (March 12, 2020)
- [HSA enrollment rises even as full-replacement strategies decline](#) (Jan. 7, 2020)
- [To treat or to prevent? That is \(still\) the HSA question](#) (Jan. 7, 2020)
- [Balancing the risks and rewards of saving through an HSA](#) (Jan. 7, 2020)
- [HSA balances: The more you save, the more you spend — but is that bad?](#) (Sept. 5, 2019)
- [HSA vs. 401\(k\): Help your employees win the battle for account funding](#) (Jan. 31, 2019)

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