



COMPLIANCE BULLETIN

HSA/HDHP Limits Will Increase for 2025

On May 9, 2024, the IRS released [Revenue Procedure 2024-25](#) to provide the inflation-adjusted limits for health savings accounts (HSAs) and high deductible health plans (HDHPs) for 2025. The IRS is required to publish these limits by June 1 of each year.

These limits include the following:

- ✓ The maximum HSA contribution limit.
- ✓ The minimum deductible amount for HDHPs.
- ✓ 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 **\$4,300** to their HSAs for 2025, up from \$4,150 for 2024. Eligible individuals with family HDHP coverage will be able to contribute **\$8,550** to their HSAs for 2025, up from \$8,300 for 2024. Individuals age 55 and older may make an additional \$1,000 “catch-up” contribution to their HSAs.

The minimum deductible amount for HDHPs increases to **\$1,650** for self-only coverage and **\$3,300** for family coverage for 2025 (up from \$1,600 for self-only coverage and \$3,200 for family coverage for 2024). The HDHP maximum out-of-pocket expense limit increases to **\$8,300** for self-only coverage and \$16,600 for family coverage for 2025 (up from \$8,050 for self-only coverage and **\$16,100** for family coverage for 2024).

ACTION STEPS

- ✓ Employers sponsoring HDHPs should review their plan’s cost-sharing limits (i.e., the minimum deductible amount and maximum out-of-pocket expense limit) when preparing for the plan year beginning in 2025. Also, employers allowing employees to make pre-tax HSA contributions should update their plan communications with the increased contribution limits.

HIGHLIGHTS

- Each year, the IRS announces inflation-adjusted limits for HSAs and HDHPs.
- By law, the IRS is required to announce these limits by June 1 of each year.
- The adjusted contribution limits for HSAs take effect as of Jan. 1, 2025.
- The adjusted HDHP cost-sharing limits take effect for the plan year beginning on or after Jan. 1, 2025.

IMPORTANT DATES

JAN. 1, 2025

The new contribution limits for HSAs become effective.

2025 PLAN YEARS

The HDHP cost-sharing limits for 2025 apply for plan years beginning on or after Jan. 1, 2025.

PROVIDED BY:

PM Group Benefit Advisors II, LLC

HSA/HDHP limits

The following chart shows the HSA and HDHP limits for 2025 as compared to 2024. It also includes the catch-up contribution limit that applies to HSA-eligible individuals age 55 and older, which isn't adjusted for inflation and stays the same from year to year.

Type of limit		2024	2025	Change
HSA contribution limit	Self-only	\$4,150	\$4,300	Up \$150
	Family	\$8,300	\$8,550	Up \$250
HSA catch-up contributions <i>(not subject to adjustment for inflation)</i>	Age 55 & older	\$1,000	\$1,000	No change
HSA minimum deductible	Self-only	\$1,600	\$1,650	Up \$50
	Family	\$3,200	\$3,300	Up \$100
HDHP maximum out-of-pocket expense limit <i>(deductibles, copayments, & other amounts, but not premiums)</i>	Self-only	\$8,050	\$8,300	Up \$250
	Family	\$16,100	\$16,600	Up \$500



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



Please contact us with any questions.

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