



COMPLIANCE CONNECTION

2023 Annual Benefit Limits

Health and Welfare 2022-2023 Annual Benefit Limits

High Deductible Health Plan (HDHP) and Health Savings Account (HSA)			
Minimum Annual Deductible (Plan Year)	2023	2022	Change
HDHP self-only coverage	\$1,500	\$1,400	+ \$100
HDHP family coverage	\$3,000	\$2,800	+ \$200
Maximum Out-of-Pocket (Plan Year)	2023	2022	Change
HDHP self-only coverage	\$7,500	\$7,050	+ \$450
HDHP family coverage	\$15,000	\$14,100	+ \$900
Maximum HSA Contribution	2023	2022	Change
Self-only coverage	\$3,850	\$3,650	+ \$200
Family coverage	\$7,750	\$7,300	+ \$450
Catch-up if age 55 or older	\$1,000	\$1,000	None

Affordable Care Act			
Maximum Out-Of-Pocket (Plan Year)	2023	2022	Change
Self-only coverage	\$9,100	\$8,750	+ \$350
Family coverage	\$18,200	\$17,400	+ \$800
Employer Shared Responsibility (ESR)	2023	2022	Change
§ 4980H(a) penalty (per employee)	\$2,880	\$2,750	+ \$130
§ 4980H(b) penalty (per employee)	\$4,320	\$4,120	+ \$200
Affordability percentage	9.12%	9.61%	- 0.49%
Patient-Centered Outcome Research (PCORI) Fee			
Plan year ends after 10/1/21 and before 10/1/22: \$2.79 per person covered by the plan.			
Plan year ends after 10/1/22 and before 10/1/23: TBD			



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Flexible Spending Accounts			
Health Flexible Spending Account (HFSA)	2023	2022	Change
Maximum elective contribution (plan year)	\$3,050	\$2,850	+ \$200
Maximum allowable carryover	\$610	\$570	+ \$40
Dependent Care Flexible Spending Account (DCFSA)	2023	2022	Change
DCFSA limit if you are married and filing jointly or if you are head of household	\$5,000	\$5,000	No change
DCFSA limit if you are married and filing separately	\$2,500	\$2,500	No change
Qualified Transportation Fringe Benefits	2023	2022	Change
Parking	\$300 per month	\$280 per month	+ \$20
Mass Transit	\$300 per month	\$280 per month	+ \$20

Miscellaneous			
Excepted Benefits Health Reimbursement Arrangement (EBHRA):	2023	2022	Change
	\$1,950	\$1,800	+ \$150
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	2023	2022	Change
Employee only	\$5,850	\$5,450	+ \$400
Employee and family	\$11,800	\$11,050	+ \$750

Information in this document is general in nature and not intended to replace legal advice in any particular manner.

Contact Us With Any Questions. We are Here to Help.

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