

COMPLIANCE ALERT

IRS Issues 2025 Limits for HSAs, High-Deductible Health Plans and Excepted Benefit HRAs

May 13, 2024

Action Required:

- Employers and plan sponsors should ensure their plans do not allow employees to make pre-tax contributions that exceed the 2025 limits.
- These changes should also be communicated to employees during open enrollment.

The IRS recently issued [Revenue Procedure 2024-25](#), which provides the updated 2025 contribution and coverage limits for health savings accounts (HSAs), high-deductible health plans (HDHPs) and excepted benefit health reimbursement arrangements (EBHRAs).

All of these cost-of-living adjustments to the annual dollar limits currently in effect for 2024 will increase for 2025, with the exception of the HSA catch-up contribution for individuals ages 55 and older, which will remain unchanged at \$1,000. These annual cost of living adjustments are determined under § 223 of the Internal Revenue Code (Code) and are effective January 1, 2025.

What Should Employers and Plan Sponsors Do Next?

Employers and plan sponsors should ensure that their plans do not allow employees to make pre-tax contributions in excess of the new amounts for 2025. They should communicate the 2025 limits for these and the other benefit plans to their employees as part of the open enrollment process. Your Corporate Synergies Account Manager is prepared to assist your organization through this process. ■

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What Has Changed?

The 2025 HSA maximum contribution limit for an individual with self-only coverage will increase to \$4,300 (up from \$4,150 for 2024).

The 2025 HSA maximum contribution limit for an individual with family coverage will increase to \$8,550 (up from \$8,300 for 2024).

The IRS also clarified that the 2025 HDHP out-of-pocket maximum limits will increase. Specifically, the maximum out-of-pocket limits for HDHPs for 2025 will be \$8,300 for self-only coverage (up from \$8,050 for 2024) and \$16,600 for family coverage (up from \$16,100 for 2024).

The minimum annual deductibles for HDHPs will also be increasing to at least \$1,650 for self-only coverage and at least \$3,300 for family coverage.

Finally, the maximum benefit amount for EBHRAs in 2025 will increase to \$2,150 (up from 2024's \$2,100).

Below is a chart showing the changes between 2024 and 2025:

Contribution and Out-of-Pocket Limits for Health Savings Accounts and High-Deductible Health Plans			
	2025	2024	Change
HSA contribution limit (employer + employee)	Self only: \$4,300 Family: \$8,550	Self only: \$4,150 Family: \$8,300	Self only: +\$150 Family: +\$250
HSA catch-up contribution (age 55 or older)	\$1,000	\$1,000	No change
HDHP minimum deductible amount	Self only: \$1,650 Family: \$3,300	Self only: \$1,600 Family: \$3,200	Self only: +\$50 Family: +\$100
HDHP maximum out-of-pocket amount (deductibles, co-payments and other amounts, but not premiums)	Self only: \$8,300 Family: \$16,600	Self only: \$8,050 Family: \$16,100	Self only: +\$250 Family: +\$500
Excepted Benefit HRA maximum	\$2,150	\$2,100	+\$50

Source: IRS, Revenue Procedure 2024-25

What Should Employers Do Next?

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**If you have any additional questions,
please call your Corporate Synergies
Account Manager or 866.CSG.1719.**