

## EMPLOYEE BENEFITS

# Updated HSA, HDHP and Excepted Benefit HRA Limits for 2023

On April 29, 2022, the IRS released [Revenue Procedure 2022-24](#), providing the following:

- 2023 inflation-adjusted limits for HSA contributions
- HDHP minimum deductible amount and maximum out-of-pocket costs
- Excepted benefit HRA maximum new-contribution amount

All limits are effective January 1, 2023, and the new amounts for the HDHP deductible and out-of-pocket limits apply to HDHPs with plan years beginning in 2023.

### The adjusted amounts are as follows:

#### 2023 HSA contribution limits:

- The 2023 annual HSA contribution limit for individuals with self-only HDHP coverage is \$3,850 (up from \$3,650 in 2022).
- The 2023 annual HSA contribution limit for individuals with family HDHP coverage is \$7,750 (up from \$7,300 in 2022).

#### 2023 HDHP minimum deductible amounts and maximum out-of-pocket costs:

- The 2023 HDHP minimum deductible amount for self-only coverage is \$1,500 (up from \$1,400 in 2022). The IRS maximum annual out-of-pocket cost limit is \$7,500 (up from \$7,050 in 2022).
- The 2023 HDHP minimum deductible amount for family coverage is \$3,000 (up from \$2,800 in 2022). The IRS maximum annual out-of-pocket cost limit is \$15,000 (up from \$14,100 in 2022).

#### 2023 excepted-benefit HRA maximum new-contribution amount:

- The 2023 excepted-benefit HRA maximum new-contribution amount is \$1,950 (up from \$1,800 in 2022).

Plan sponsors offering HDHP plans will find the updated figures useful in plan design for the 2023 plan year.

Please contact your Brown & Brown team with any questions.



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