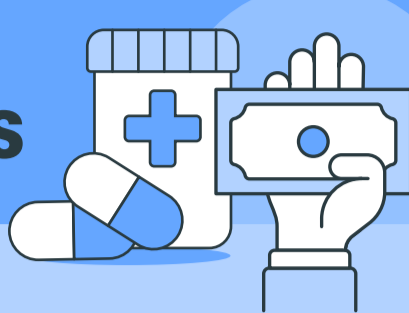


HR Cheat Sheet: Numbers You Need to Know for the 2024 Plan Year



Health Benefits



HSA

- \$4,150**
HSA contribution limit for individuals
- \$8,300**
HSA contribution limit for families
- \$1,000**
HSA catch-up contributions for employees 55 and older

HDHP

- \$1,600**
HDHP minimum deductible limit for individuals
- \$3,200**
HDHP minimum deductible limit for families
- \$8,050**
HDHP out-of-pocket maximum limit for individuals
- \$16,100**
HDHP out-of-pocket maximum limit for families

Health Care FSA

- \$3,200**
Health Care FSA contribution limit
- \$640**
Health Care FSA carryover amount limit

DCFSA

- \$5,000**
Dependent Care FSA contribution limit for single taxpayers and married couples filing jointly
- \$2,500**
Dependent Care FSA contribution limit for married couples filing separately

QSEHRA

- \$6,150**
Maximum contribution and reimbursements through a Qualified Small Employer HRA (QSEHRA) for individuals
- \$12,450**
Maximum contribution and reimbursements through a Qualified Small Employer HRA (QSEHRA) for families

MISC.

- \$2,100**
Maximum amount made newly available for excepted benefit HRA

8.39% Employer mandate (the percentage of income threshold for the "affordability" test)



Retirement Benefits



401(k)/403(b)/457(b)

- \$23,000**
401(k)/403(b)/457(b) employee contribution limit
- \$7,500**
401(k)/403(b)/457(b) employee catch-up contribution limit for individuals aged 50 and older

Comp

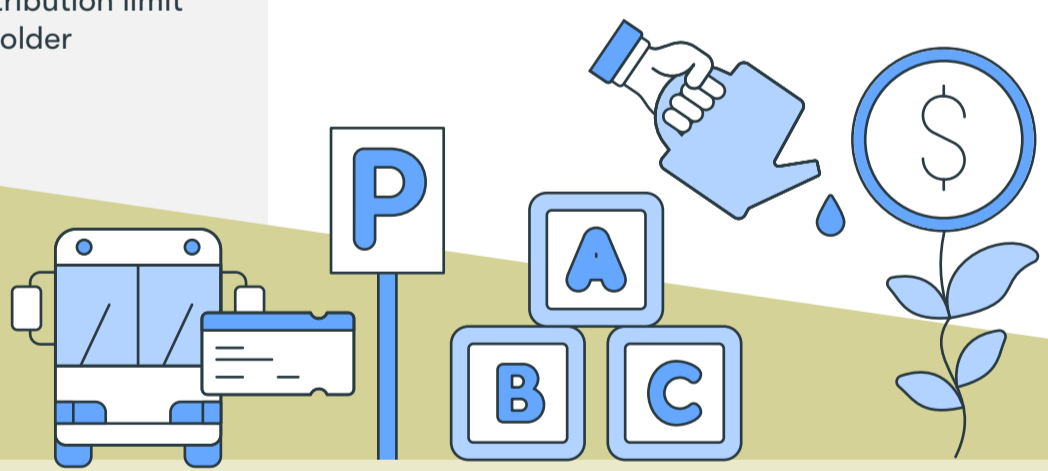
- \$155,000**
Highly compensated employee threshold for nondiscrimination testing
- \$220,000**
Key employee/officer compensation threshold for Top-Heavy plan testing

IRA

- \$7,000**
IRA individual contribution limit
- \$1,000**
IRA individual catch-up contribution limit for individuals aged 50 and older



Other Benefits



Transit/Parking

- \$315**
Transit monthly benefit contribution limit
- \$315**
Parking monthly benefit contribution limit

Adoption Assistance

- \$16,810**
Adoption assistance tax credit, per child
- \$252,150**
Adoption assistance income threshold phase-out begins
- \$292,150**
Adoption assistance threshold phase-out ends

Eligible Long-Term Care Premiums

Attained Age Before the Close of the Taxable Year	Limitation on Premiums
40 or less	\$470
More than 40 but not more than 50	\$880
More than 50 but not more than 60	\$1,760
More than 60 but not more than 70	\$4,710
More than 70	\$5,880

Sources:

- <https://www.irs.gov/pub/irs-drop/rp-23-23.pdf>
- https://apps.irs.gov/app/vita/content/17s/37_06_005.jsp?level=advanced
- <https://www.irs.gov/pub/irs-drop/rp-23-34.pdf>
- <https://www.newfront.com/blog/why-the-dependent-care-fsa-limit-is-only-5000>
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- <https://www.irs.gov/pub/irs-drop/n-23-75.pdf>