

COMPLIANCE NEWSLETTER

WWW.BRSIBENEFITS.COM



Monday, October 28, 2024

IRS Updates Benefit Plan Limits for 2025

The IRS recently announced the 2025 FSA plan limits. HSA plan limits were announced back in May (see our [newsletter dated 5-28-24](#)).

- [Health Savings Accounts \(IRS RP 2024-25\)](#)
- [Flexible Spending Accounts & Parking and Transit Accounts \(IRS RP 2024-40\)](#)

2025 FSA & Parking and Transit Limits		
	2024	2025
Health Care FSA	\$3,200	\$3,300
Health Care FSA Rollover Maximum	\$640	\$660
Dependent Care FSA	\$5,000	\$5,000
Adoption Assistance	\$16,810	\$17,280
Parking & Transit Accounts (monthly)	\$315	\$325

*The updated IRS limits will apply to plans beginning on or after January 1, 2025.

*Employers are not required to update their plans to allow for the new limits. Employers may choose to cap employee contributions to an amount lower than the IRS maximum.

2025 HSA HDHP Limits & Contributions		
	2024	2025
Minimum Yearly Deductible	Self-Only Coverage: \$1,600 Family Coverage: \$3,200	Self-Only Coverage: \$1,650 Family Coverage: \$3,300
Yearly Out-of-Pocket Maximum (not including out-of-network services)	Self-Only Coverage: \$8,050 Family Coverage: \$16,100	Self-Only Coverage: \$8,300 Family Coverage: \$16,600
Contribution Limits (employer + employee)	Self-Only Coverage: \$4,150 Family Coverage: \$8,300	Self-Only Coverage: \$4,300 Family Coverage: \$8,550
Catch-up Contribution Limits (age 55 or older)	\$1,000	\$1,000

If you have any additional questions or concerns, please contact us at info@benefitreview.com

Disclaimer: This Compliance Alert is for informational purposes only. It is not intended to be exhaustive and should not be construed as or substituted for legal or tax advice. Please consult with legal counsel or a tax advisor for further guidance.

Benefit Review Services, Inc.

43370 Mound Road
Sterling Heights, MI 48314
586.997.1700

816 9th Street SW
Vero Beach, FL 32962
772.257.5439