



HSA/HDHP Limits Will Increase for 2024

The IRS recently released [Revenue Procedure 2023-23](#) to provide the inflation-adjusted limits for health savings accounts (HSAs) and high deductible health plans (HDHPs) for 2024. The IRS is required to publish these limits by June 1 of each year.

These limits include:

- The maximum HSA contribution limit
- The minimum deductible amount for HDHPs
- The maximum out-of-pocket expense limit for HDHPs

These limits vary based on whether an individual has self-only or family coverage under an HDHP.

Eligible individuals with self-only HDHP coverage will be able to contribute **\$4,150** to their HSAs for 2024, up from \$3,850 for 2023. Eligible individuals with family HDHP coverage will be able to contribute **\$8,300** to their HSAs for 2024, up from \$7,750 for 2023. Individuals age 55 or older may make an additional \$1,000 “catch-up” contribution to their HSAs.

The minimum deductible amount for HDHPs increases to **\$1,600** for self-only coverage and **\$3,200** for family coverage for 2024 (up from \$1,500 for self-only coverage and \$3,000 for family coverage for 2023). The HDHP maximum out-of-pocket expense limit increases to **\$8,050** for self-only coverage and **\$16,100** for family coverage for 2024 (up from \$7,500 for self-only coverage and \$15,000 for family coverage for 2023).

The adjusted contribution limits for HSAs take effect as of Jan. 1, 2024. The adjusted HDHP cost-sharing limits take effect for the plan year beginning on or after Jan. 1, 2024.

Action Steps

Employers who sponsor HDHPs should review their plan’s cost-sharing limits (minimum deductibles and maximum out-of-pocket expense limit) when preparing for the plan year beginning in 2024. Also, employers who allow employees to make pre-tax HSA contributions should update their plan communications for the increased contribution limits.

Using Mentorship to Bolster Employee Retention

One of the most common reasons employees search for new jobs is a lack of learning and development opportunities, such as skills development, networking and mentorship.

Mentoring is a simple and cost-effective way to boost employee retention. Workplace mentorship describes the relationship between mentor and mentee, in which a mentor provides guidance and professional advice to encourage a mentee’s growth, learning and professional development.

Types of Mentorship

There are many types of mentorship relationships for organizations to consider. Here are some examples of common types of mentorship:

- **Peer to peer**—Peer mentors usually have similar backgrounds and experiences to one another, enabling them to provide support, guidance and understanding.
- **One on one**—This is a traditional hierarchal type of mentoring in which a

mentor has developed professional knowledge and experience in the field of their mentee.

- **Reverse**—With reverse mentoring, junior employees are responsible for mentoring senior employees in areas where they have expertise, such as technology use.
- **Group**—Employers may use mentoring circles or groups to expand organizational participation.

Summary

Effective mentorship programs encourage employees to learn, grow and collaborate with one another. This helps to create a culture of inclusion and promotes strong interpersonal relationships among co-workers. In addition, these programs show employees that their employers value their career advancement and professional growth. Reach out today for additional resources on employee retention.

