

# EMPLOYEE BENEFIT ALERT



MAY 26, 2020

## HSA REQUIREMENTS AND LIMITS FOR 2021

The IRS released the 2021 health savings account (HSA) annual contribution limits and high deductible health plan (HDHP) requirements in IRS Rev. Proc. 2020-32 — <https://www.irs.gov/pub/irs-drop/rp-20-32.pdf>.

The updated annual dollar amounts are set forth below.

### 2021 ANNUAL HSA CONTRIBUTION LIMITS\*

- Self-only (single) HDHP coverage = **\$3,600**
- Other than self-only (family) HDHP coverage = **\$7,200**

\*Catch-up contributions — HSA-eligible individuals who have reached age 55 by the end of the taxable year can make an extra annual \$1,000 catch-up contribution.

### 2021 QUALIFYING HDHP COVERAGE

- Minimum Deductible – Self-only (single) = **\$1,400**;  
Other than self-only (family) = **\$2,800**
- OOP Maximum – Self-only (single) = **\$7,000**;  
Other than self-only (family) = **\$14,000**

	HDHP MINIMUM DEDUCTIBLE	HDHP MAXIMUM OOP	HSA CONTRIBUTION LIMIT
2020	SINGLE - \$1,400	SINGLE - \$6,900	SINGLE - \$3,550
	FAMILY - \$2,800	FAMILY - \$13,800	FAMILY - \$7,100
2021	SINGLE - \$1,400	SINGLE - \$7,000	SINGLE - \$3,600
	FAMILY - \$2,800	FAMILY - \$14,000	FAMILY - \$7,200

For more information on HSA-eligibility, contributions and reimbursements, see our HSA Guide: [http://www.benefitcomply.com/resources/wp-content/uploads/2020/01/HSAGuide\\_V5\\_Jan2020.pdf](http://www.benefitcomply.com/resources/wp-content/uploads/2020/01/HSAGuide_V5_Jan2020.pdf).

For help calculating 2020 HSA annual contribution limits, see the following spreadsheet: 2020 HSA Contribution Limits — [http://benefitcomply.com/resources/wp-content/uploads/2019/05/HSAContributionCalculations\\_2020.xlsx](http://benefitcomply.com/resources/wp-content/uploads/2019/05/HSAContributionCalculations_2020.xlsx)

### Disclaimer

This article is provided for informational purposes only and is not intended to provide legal or actuarial advice. The issues and analyses presented in this article should be reviewed with outside counsel before serving as the basis of any legal or other decision.