# PARTNERS

#### THE PARTNERS GROUP WEEKLY UPDATE

**COMPLIANCE BULLETIN • MAY 2025** 

## **HSA/HDHP Limits Will Increase for 2026**

On May 1, 2025, the IRS released <u>Revenue Procedure 2025-19</u> to provide the inflation-adjusted limits for health savings accounts (HSAs) and high-deductible health plans (HDHPs) for 2026. The IRS is required to publish these limits by June 1 of each year.

These limits include the following:

- The maximum HSA contribution limit;
- The minimum deductible amount for HDHPs; and
- 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 \$4,400 to their HSAs for 2026, up from \$4,300 for 2025. Eligible individuals with family HDHP coverage will be able to contribute \$8,750 to their HSAs for 2026, up from \$8,550 for 2025. Individuals age 55 and older may make an additional \$1,000 "catch-up" contribution to their HSAs.

The minimum deductible amount for HDHPs increases to \$1,700 for self-only coverage and \$3,400 for family coverage for 2026 (up from \$1,650 for self-only coverage and \$3,300 for family coverage for 2025). The HDHP maximum out-of-pocket expense limit increases to \$8,500 for self-only coverage and \$17,000 for family coverage for 2026 (up from \$8,300 for self-only coverage and \$16,600 for family coverage for 2025).

### **Action Steps**

Employers sponsoring HDHPs should review their plans' cost-sharing limits (i.e., the minimum deductible amount and maximum out-of-pocket expense limit) when preparing for the plan year beginning in 2026. Also, employers allowing employees to make pre-tax HSA contributions should update their plan communications with the increased contribution limits.

### **HSA/HDHP Limits**

The following chart shows the HSA and HDHP limits for 2026 compared to 2025. It also includes the catch-up contribution limit that applies to HSA-eligible individuals age 55 and older, which is not adjusted for inflation and stays the same from year to year.

Type of Limit		2025	2026	Change
HSA Contribution Limit	Self-Only	\$4,300	\$4,400	Up to \$100
	Family	\$8,550	\$8,750	Up to \$200
HSA Catch-up Contributions (not subject to adjustment for inflation)	Age 55 and older	\$1,000	\$1,000	No change
HDHP Minimum Deductible	Self-Only	\$1,650	\$1,700	Up to \$50
	Family	\$3,300	\$3,400	Up to \$100
HDHP Maximum Out-of-Pocket Expense Limit (deductibles, copayments and other amounts, but not premiums)	Self-Only	\$8,300	\$8,500	Up to \$200
	Family	\$16,600	\$17,000	Up to \$400