

JUNE 2020

# Updated Indexed Dollar Limits Chart

The agencies regularly release Affordable Care Act (ACA) and other indexed dollar limits for health and group benefit plans. The table below is a current summary of these amounts for your reference. We have updated the chart (last published June 1, 2020) to reflect the recently released Patient-Centered Outcomes Research Institute (PCORI) fee for plan years ending on or after October 1, 2019 and before October 1, 2020.

	2017	2018	2019	2020	2021
<b>PCORI Fee*</b>	\$2.39	\$2.45	\$2.54	Not Available	Not Available
<b>Health FSA Salary Reduction Cap</b>	\$2,600	\$2,650	\$2,700	\$2,750	Not Available
<b>4980H(a) - Failure to Offer Coverage</b>	\$2,260	\$2,320	\$2,500	\$2,570	\$2,700 Projected
<b>4980H(b) - Failure to Offer Affordable Minimum Value Affordability Safe Harbor Coverage</b>	\$3,390	\$3,480	\$3,750	\$3,860	\$4,060 Projected
<b>Affordability Safe Harbor %</b>	9.69%	9.56%	9.86%	9.78%	Not Available
<b>Federal Poverty Level Affordability Monthly Amount</b>	\$95.93	\$96.08	\$99.75	\$101.79	Not Available
<b>ACA Out of Pocket (OOP) Maximum – Self Only</b>	\$7,150	\$7,350	\$7,900	\$8,150	\$8,550
<b>ACA OOP Maximum – Other than Self Only</b>	\$14,300	\$14,700	\$15,800	\$16,300	\$17,100
<b>HSA/HDHP OOP Maximum – Self Only</b>	\$6,550	\$6,650	\$6,750	\$6,900	\$7,000
<b>HSA/HDHP OOP Maximum – Family</b>	\$13,100	\$13,300	\$13,500	\$13,800	\$14,000
<b>HSA Contribution Limit – Self Only HDHP</b>	\$3,400	\$3,450	\$3,500	\$3,550	\$3,600
<b>HSA Contribution Limit – Family HDHP</b>	\$6,750	\$6,900	\$7,000	\$7,100	\$7,200
<b>HDHP Minimum Required Deductible – Self Only</b>	\$1,300	\$1,350	\$1,350	\$1,400	\$1,400
<b>HDHP Minimum Required Deductible – Family</b>	\$2,600	\$2,700	\$2,700	\$2,800	\$2,800

\*PCORI fee amounts are generally effective for plan years ending on or after October 1st of the referenced year and before October 1st of the following year. For example, the 2019 PCORI fee amount is applicable for plan years ending on or after October 1, 2019 and before October 1, 2020. The PCORI fee is due July 31, 2020 for plan years ending in 2019.

Please contact your Conner Strong & Buckelew account representative toll free at 1-877-861-3220 with any questions. For a complete list of Legislative Updates issued by Conner Strong & Buckelew, visit our online Resource Center.

Note this chart is for illustrative purposes only, and in some cases the effective date of a limit may not be January 1 of the referenced year, but rather may depend on the applicable "plan year."