



**TO: Our Valued Clients and Brokers**  
**FROM: Health Plans, Inc.**  
**DATE: September 10, 2023**  
**RE: Compliance eBlast: Plan Changes For 2024**

Health Plans, Inc. (HPI) is issuing this Compliance eBlast to notify you of regulatory updates for the upcoming 2024 plan year, as well as global changes HPI will be applying to some or all clients' plans as part of our ongoing enhancements to our administrative practices. Please note the following:

- For Affordable Care Act (ACA) and Internal Revenue Service (IRS) Qualified High Deductible Health Plans (QHDHPs), **changes are effective for plan years beginning on or after January 1, 2024.**
- For Massachusetts Creditable Coverage, **changes are effective on January 1, 2024.**
- The IRS typically announces adjusted annual limits for Health Flexible Spending Accounts (FSAs) and the Parking and Transit account limits in October each year. While the projected limits have been released, the final amounts have not been issued. HPI will send out a separate Compliance Alert when the adjusted annual limits are finalized along with instructions on how to contact HPI to request updates to your plan(s).

## **2024 STATUTORY LIMITS**

- **Massachusetts Minimum Creditable Coverage (MCC)**

**MCC Maximum Deductibles** (except IRS QHDHPs, see below)

Individual \$2,950 (changed from \$2,850 in 2023; \$100 increase)  
Family \$5,900 (changed from \$5,700 in 2023; \$200 increase)

**MCC Maximum Prescription Deductibles** (when the prescription benefit plan has a separate prescription deductible)

Individual \$360 (changed from \$350 in 2023; \$10 increase)  
Family \$720 (changed from \$700 in 2023; \$20 increase)

**MCC Out-of-Pocket Maximums (OOPM)**

Individual: \$9,450 (changed from \$9,100 in 2023; \$350 increase)  
Family: \$18,900 (changed from \$18,200 in 2023; \$700 increase)

- **Affordable Care Act (ACA)**

**ACA Out-of-Pocket Maximums (OOPM)** (applies to all plans except IRS QHDHPs, see below)

Individual: \$9,450 (changed from \$9,100 in 2023; \$350 increase)  
Family: \$18,900 (changed from \$18,200 in 2023; \$700 increase)  
Individual Embedded OOPM: \$9,450 (changed from \$9,100 in 2023; \$350 increase)

- **IRS QHDHPs**

**Minimum Deductibles**

IRS HSA-QHDHP Minimum Deductible Amounts:

Individual: \$1,600 (changed from \$1,500 in 2023; \$100 increase)  
Family: \$3,200 (changed from \$3,000 in 2023; \$200 increase)  
Minimum Embedded Individual Deductible: \$3,200 (changed from \$3,000 in 2023; \$200 increase)

**Out-of-Pocket Maximums (OOPM)**

- Individual: \$8,050 (changed from \$7,500 in 2023; \$550 increase)
- Family: \$16,100 (changed from \$15,000 in 2023; \$1,100 increase)
- Individual Embedded OOPM: \$9,450 (changed from \$9,100 in 2023; \$350 increase)

**UNITED STATES PREVENTIVE SERVICES TASK FORCE (USPSTF) RECOMMENDATIONS**

- In order to gain efficiencies in producing Schedules of Benefits, beginning on 1/1/2024, HPI will remove specified ages related to USPSTF for the Schedules and, instead, will reference the USPSTF standard via a link to the federal site:
  - <https://www.uspreventiveservicestaskforce.org/uspstf/>
- This will allow for the Schedules to remain current without needing to amend them each time the USPSTF makes a recommendation that changes the applicable ages.
- When USPSTF makes recommendations, they are effective at renewal for the next plan year.
- HPI will continue to communicate USPSTF recommendations to clients in future eBlasts.

**ACA AFFORDABILITY PERCENTAGE 2024**

- The IRS recently released Revenue Procedure 2023-29, which stated that the ACA benchmark for determining the affordability of employer-sponsored health coverage will decrease to 8.39% of an employee’s household income for the 2024 plan year.
- This represents the lowest percentage since the launch of the metric in 2014.
- Under the ACA, employer-sponsored minimum essential coverage (MEC) is affordable if an employee’s required contribution for the lowest-cost, self-only option with minimum value, does not exceed an annually indexed percentage of the employee’s household income.
- Non-calendar-year plans will continue to use 9.12% to determine affordability in 2024 until their new plan year starts.

**NON-REGULATORY UPDATES**

- For clients located in New England, plans will be updated to clarify that precertification requirements for Durable Medical Equipment, such as thresholds for equipment requiring precertification, apply to orthotics.

**For additional assistance, please contact your HPI Account Service Team.**

Regards,

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Director, Regulatory Affairs

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**The information in this *Compliance eBlast* is intended to provide a summary of our current understanding of recent regulatory developments which may affect our clients’ plans. It should not be construed as specific legal advice or legal opinion.**