

To: Washington Township Staff

From: Matt Kaiser, Assistant Superintendent of Human Resources

Date: October 24, 2024

Subject: IRS Changes to High Deductible Health Plans and Health Savings Accounts In 2025



As we move closer to the Open Enrollment Period for benefits, I wanted to be sure all staff were aware of these important changes to health care plans by the IRS.

In order to remain in alignment with IRS regulations regarding minimum deductibles for qualified health savings account (HSA) high deductible health plans MSDWT is required to increase the embedded deductible for our high deductible health plan to \$3300 for calendar year 2025 (increased from \$3200 in 2024). We wanted you to be aware of this adjustment for your planning purposes.

Additionally, the maximum allowable contributions to Health Savings Accounts were increased for calendar year 2025. The allowed contributions are:

- \$4,300 for self-only coverage (\$150 increase from 2024)
- \$8,550 for family coverage (\$250 increase from 2024)

If you would like to increase your contributions based on these new maximum amounts you may complete a new payroll deduction authorization form [here](#) and submit it to the MSDWT Payroll Department.