

## 2024 Limits on Tax-Saving Accounts

### Health Savings Account

	If your base salary is \$75,000 or below		If your base salary is above \$75,000	
	Employee-Only Coverage	Other Coverage Levels	Employee-Only Coverage	Other Coverage Levels
BMC flat seed	\$200 in January and July for a total of \$400		\$0	\$0
BMC matches your contributions (dollar-for-dollar)	Up to \$350	Up to \$1,100	Up to \$500	Up to \$1,000
	BMC will match your HSA contributions each pay period in 2023			
Your contribution limit	Up to \$3,400	Up to \$6,800	Up to \$3,650	Up to \$7,300
Total contribution the IRS allows (yours + BMC's)	<b>\$4,150</b>	<b>\$8,300</b>	<b>\$4,150</b>	<b>\$8,300</b>
If you are age 55 or better any time during 2023, you can contribute an additional \$1,000 to your HSA.				

### 401(k) Plan

Limit	Under age 50	Age 50 or better
Your before-tax or Roth 401(k) limit	\$23,000	Additional \$7,500 in catch-up contributions, for a maximum of \$30,500
Limit on total contributions (your before-tax, after-tax, and Roth 401(k) contributions, plus BMC's matching contributions)	\$69,000	\$76,500 (\$69,000 + \$7,500 catch-up contributions)
Limit on maximum amount of eligible compensation (base pay, bonuses, overtime and commissions)	\$340,000	\$340,000

### Flexible Spending Accounts

Account	Annual Contribution Limit
Health Care or Limited Care FSA	\$3,200; carry over up to \$640 from 2024 to 2025
Dependent Care FSA	\$5,000

### Commuter Account

Contribute up to \$315 a month to pay for eligible transit and vanpool expenses from your paycheck on a before-tax basis.