



January 2024

In the Loop

2024 Limits to Know

Many benefits plans have updated limits for the new calendar year. Understanding these limits can help you successfully manage your finances in the new year. Review the following limits to understand how these changes may impact you in 2024.

In 2024, 401(k) limits for pre-tax contributions will be \$23,000, up \$500 from 2023. Catch-up contributions will remain the same at \$7,500.

High deductible health plans (HDHPs) will have a minimum deductible of \$1,600 for single coverage and \$3,200 for family coverage. This is an increase of \$100 and \$200, respectively. Additionally, HDHPs' maximum out-of-pocket costs will increase to \$8,050 for single coverage and \$16,100 for family coverage, a \$550 and \$1,100 increase, respectively.

In 2024, health savings account limits on pre-tax contributions will increase to \$4,150 for single coverage and \$8,300 for family coverage. This is an increase of \$300 and \$550, respectively. Catch-up contributions will remain the same at \$1,000.

Flexible spending account contribution limits will be \$3,200 in 2024, a \$150 increase from 2023.

Contact HR for more benefits information.

Nearly 7% of American Adults Have Had Long COVID

New data released by the U.S. Centers for Disease Control and Prevention's (CDC) National Center for Health Statistics found that 6.9% of American adults reported having long COVID-19 in 2022, and 3.4% currently had the condition at the time of the survey. This represents 18 million and 8.8 million Americans, respectively.

What Is Long COVID?

Long COVID occurs when individuals continue to experience COVID-19 symptoms at least four weeks after infection. This condition can last weeks, months or years and includes a wide range of symptoms, including fatigue, fever, difficulty breathing, chest pain, sleep problems, difficulty thinking, and depression or anxiety. This can have adverse health and economic consequences for impacted individuals. Research is ongoing to discover what causes people to develop long COVID and treatment options for the condition.

What Does the Data Show?

The incidence rates of long COVID vary significantly by gender, age and race, according to the recently released CDC data. Consider these findings:

- Women (4.4%) were nearly twice as likely to report long COVID than men (2.3%).
- Adults aged 35-49 were the most likely to report

they had long COVID (8.9%) or currently had long COVID (4.7%) at the time of the survey.

- Adults aged 50-64 were the second most likely age demographic to report long COVID.
- Adults over 65 were the least likely age demographic likely to report long COVID.

The CDC also found racial and ethnic differences among individuals who reported long COVID.

According to the report, Hispanic adults were most likely to have had long COVID at 8.3%, followed by white adults at 7.1%, Black adults at 5.4% and Asian adults at 2.6%. White individuals were slightly more likely to report having long COVID than Hispanic adults, at 3.7% compared to 3.4%.

What's Next?

Prevention plays a crucial role in reducing the spread of COVID-19 and the incidence of long COVID. As COVID-19 rates begin to rise in the United States during respiratory disease season, it's important to stay up to date on your COVID-19 vaccines, stay home if you're unwell, and test if you feel sick or have come into contact with an individual who has COVID-19.

Visit the CDC's [website](#) or consult a medical health professional for more information on long COVID.