

FSA / HSA / HRA Comparison Chart

2017

	Flexible Spending Account (FSA)	Health Savings Account (HSA)	Health Reimbursement Account (HRA)
Summary	Created under a Section 125 Cafeteria plan to reimburse employees for qualified medical expenses	Tax-exempt account available to those enrolled in a qualified high-deductible health plan (HDHP)	Employer established account reimburses employees for qualified medical expenses. It must be integrated with an ACA compliant plan
High Deductible Health Plan (HDHP)	Not Required	2017 Annual Deductible: \$1,300 Single/\$2,600 Family 2018 Annual Deductible: \$1,350 Single/\$2,700 Family	Not Required
Permissible Contributions	Employer & Employee	Employer & Employee	Employer Only
Contribution Limits	2017: \$2,600 (Limits set by IRS)	2017: \$3,400 Single/\$6,750 Family; \$1,000 age 55+ catch-up 2018: \$3,450 Single / \$6,900 Family (Limit set by IRS)	No Limit
Tax Benefits & Investment Earnings	Pre-tax contributions made via payroll deduction. Funds are not invested and do not earn investment income	Contributions and investment income tax-exempt	Reimbursements not taxable. Funds are not invested and do not earn investment income
Portability	Cannot be rolled over to a new employer, but are COBRA eligible	Owned by employee and fully portable.	HRA options are discretion of the employer
Availability & Carryover	Annual election available for the first day of coverage. Funds must be used by end of plan year, except when an employer permits either a 2 ½ month grace period following end of plan year to continue to incur expenses from unused amounts at end of plan year or up to \$500 carryover (does not impact maximum election the following year)	Funds available as deposits made. All funds belong to employee	Employer determines options and funding. Employer may choose to have unused funds rollover

Eligible Medical Expenses	Qualified Medical expenses include over-the-counter drugs	Qualified medical expenses include over-the-counter drugs if prescribed; premiums for Long Term Care insurance premiums, Medicare, COBRA, health insurance premiums while receiving unemployment compensation	Employer determines expenses eligible for reimbursement, and may include long-term care insurance premiums
Reimbursement & Debit Cards	Each reimbursement request must be substantiated as eligible before payment. Employees may receive a debit card if offered by employer	Employees must retain receipts to demonstrate funds were used to pay qualified medical expenses. Employees may receive a debit card to access their account	Each reimbursement request must be substantiated as eligible before payment. Employees may receive a debit card if offered by employer
COBRA	Subject to COBRA	Not Subject to COBRA	Subject to COBRA
HIPAA	Applies	Does not apply unless ERISA plan	Applies
5500 Filing	Applies if over 100 participants	Does not apply unless ERISA plan	Applies if over 100 participants

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