

FSA/LPFSA/HRA HSA Comparison



	Medical FSA	Limited Purpose FSA	HSA	HRA
What is it?	It's an account to help you pay for covered health care services and eligible medical expenses.	It's a limited account allowed along with an HSA to help you pay for covered vision and dental expenses	It's a personal bank account to help you save and pay for covered health care services and qualified medical expenses.	It's an account to help you pay for covered health care services and eligible medical expenses.
How do I get it?	You can sign up for a medical FSA if it is offered by your employer. You do not need to sign up for a health plan.	You can sign up for a limited FSA if it is offered by your employer. You do not need to sign up for a health plan. This is the only FSA account you may sign up for, if you also have an HSA.	You have to sign up for a high deductible health plan that meets a deductible amount set by the IRS. You also have to meet other IRS guidelines to be eligible to have it. You can learn about these at irs.gov .	It is usually connected to a health plan. If your employer offers this type of plan, you will get it when you sign up for the plan. It's not common to have an HRA without a health plan.
Accompanying Plan Requirements	None	Typically, in conjunction with HSA account.	Must be covered by qualified HDHP and not covered by any plan that covers medical expenses under the deductible HDHP Minimum Deductible: 2017: \$1,300 single; \$2,600 family	Generally, must be integrated with group medical plan meeting health care reform requirements
Is there a limit on how much I can put in?	2017: \$2,600 per plan year the limit is per person. Employers may elect a lower contribution limit.	2017: \$2,600 per plan year the limit is per person. Employers may elect a lower contribution limit.	2017: \$3,400 self-only; \$6,750 family; Catch-up: \$1,000	None
Who owns it?	Your employer, but it's your money.	Your employer, but it's your money.	You do.	Your employer
Who puts money in it?	You. Your employer can also put money into it if they choose.	You. Your employer can also put money into it if they choose.	You. Your employer, family, and others can put money into it if they choose.	Only your employer. You can't put your own money into it.

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How is money put in it?	Your employer will take money out of each paycheck, before taxes, and put it into the account.	Your employer will take money out of each paycheck, before taxes, and put it into the account.	You can make deposits like you do with other personal bank accounts. Your employer and family can also put money into the account. Your employer may allow you to deposit money straight from your paycheck, before the money is taxed.	Your employer may put all of the money in the account at the beginning of the plan year or they may do so each month.
If I don't spend it all in this year, can I use it next year?	Yes. Your employer can allow up to \$500 to carry over, or may allow a grace period. The \$500 limit is set by the IRS. The employer decides which to allow, or neither.	Yes. Your employer can allow up to \$500 to carry over, or may allow a grace period. The \$500 limit is set by the IRS. The employer decides which to allow, or neither.	Yes. Since you own the account, the money will stay in it until you choose to spend it. You can save and use it into retirement.	Yes. Your employer can limit the amount that can carry over. This is not required.
Can I keep it if I leave my employer? What happens to the money?	No. Your employer keeps the money.	No. Your employer keeps the money.	Yes. You own the account.	No. Your employer keeps the money.
When can I start spending it?	You can start spending the FSA on the first day of the plan year or the first day of eligibility, whichever your employer has chosen.	You can start spending the Limited Purpose FSA on the first day of the plan year or the first day of eligibility, whichever your employer has chosen.	You can start spending the HSA once you have signed up for a high-deductible health plan and have opened the account.	In most cases, you can start spending the HRA on the first day of the plan year. Your employer can also set rules on when you can use the money.
If I don't spend it, will it earn interest for me?	No.	No.	Yes, an HSA can earn interest. But the amount you can earn depends on the bank you use and how much you have in the account.	No.

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Do I have to pay taxes on it?	No. You don't have to pay federal, state and Social Security taxes on this money. You also don't have to pay federal income taxes on any money that is reimbursed to you.	No. You don't have to pay federal, state and Social Security taxes on this money. You also don't have to pay federal income taxes on any money that is reimbursed to you.	No. You don't have to pay federal or, in most instances, state income taxes on: <ul style="list-style-type: none"> • Deposits you or others make to an HSA • Money you spend from an HSA on qualified medical expenses • Interest earned from an HSA If you put money into an HSA using pre-tax payroll deposits through your employer, you don't have to pay Social Security taxes on it either. 	No. You don't have to pay federal or state income taxes on this money.
What can I pay for with it?	You can pay for hundreds of eligible medical expenses, which are determined by the IRS and your employer. This can include services covered by a health plan. It can also be used for dental, vision and many other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.	You can pay for eligible vision and dental expenses, which are determined by the IRS and your employer.	You can pay for hundreds of qualified medical expenses, which are determined by the IRS. This can include services covered by a health plan. You can also use it to pay for dental, vision and many other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.	You can pay for hundreds of eligible medical expenses, which are determined by the IRS and your employer. Your employer may only allow the HRA to pay for services covered by your health plan. Some employers may also let you use it to pay for dental, vision and other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.

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Can I use it for things other than health care?	No.	Vision and Dental only	No, as long as you are under the age of 65. And if you use it for services that aren't qualified medical expenses, you could pay a 20% penalty tax. If you are over the age of 65, you can use it for pretty much anything.	No.
If I receive COBRA benefits, do COBRA rights apply to it?	Yes, COBRA rights apply. Check with your employer for details.	Yes, COBRA rights apply. Check with your employer for details.	COBRA does not apply to the account. But COBRA rights apply to the high-deductible health plan offered by your employer. Check with your employer for details.	Yes, COBRA rights apply. Check with your employer for details.
Can I use it to pay for COBRA plan premiums or other plan premiums?	No.	No.	Yes.	Yes.
Debit Card Available	Yes.	Yes.	Yes.	Yes.
Coverage for Sole Proprietors, Partners and 2% or More S-corp Owners	Cannot be covered.	Cannot be covered.	Yes, but not eligible to participate in cafeteria plan used to fund HSA in the workplace.	Cannot be covered.