

## Plan Comparison HSA/HRA/FSA

	<b>HSA</b> Health Savings Account	<b>HRA</b> Health Reimbursement Arrangement	<b>FSA</b> Flexible Spending Account
<b>Who is Eligible?</b>	An individual who is covered under a qualified HDHP, is not covered by Medicare, and cannot be claimed as a tax dependent	Any employee, subject to employer's eligibility requirements. Sometimes tied to health plan (may require HDHP).	Any employee, subject to employer's eligibility requirements
<b>Who owns the account?</b>	Employee	Employer	Employer
<b>Is the account portable? (Can it transfer after leaving employer?)</b>	<b>Yes</b>	<b>No</b>	<b>No</b>
<b>Are Investments available?</b>	<b>Yes</b>	<b>No.</b>	<b>No</b>
<b>Do unused funds carry over to the next year?</b>	<b>Yes</b> - even if you update health plans, employers or retire	<b>Possibly.</b> This is not required and depends on the plan set up.	<b>Possibly.</b> Some plans offer a rollover of unused funds up to \$660 (2025). Check your plan details.
<b>Who can contribute to the plan?</b>	Employee, Employer, Individual	Employer Only	Employee and/or Employer.
<b>Is the plan COBRA eligible?</b>	<b>No</b>	<b>Yes</b>	<b>Yes</b>
<b>Adjust Contribution Amount?</b>	Yes, anytime.	N/A - Employer sets amount at start of plan year	During annual enrollment only (or with qualifying event)
<b>Do funds expire?</b>	<b>Never</b>	<b>Yes</b>	<b>Yes</b>
<b>Can funds be taken out for non-medical related expenses?</b>	<b>Yes</b> , however, non-medical withdrawals are taxable and subject to a 10% penalty if under the age of 65 at time of withdrawal.	<b>No</b>	<b>No</b>

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<b>Maximum Contribution</b>	For 2025, \$4,300 (\$4,400 in 2026) if the person has single coverage, \$8,550 (\$8,750 in 2026) if family coverage.	Limit set by the employer	Limit set by the employer (Up to \$3,300 for 2025).

Questions about opening an HSA? [Contact Us](#)