

	COMPARISON OF HSAs/HRAs/FSAs 2018		
	Health Savings Account (HSA)	Health Reimbursement Account (HRA)	Flexible Spending Account (FSA)
Source of Funds	Individual employee salary reduction dollars Employer Third Party	Employer Only	Usually employee only
Funded	Must Be Funded	Generally not funded	Generally not funded
Salary Reduction	Permitted for both HSA & HDHP Also, the HSA may be funded with deductible (after-tax) employee contributions.	Not permitted for HRA, but permitted for HDHC	Permitted
Account Type	Trust or Custodial Account	General Assets of Employer Trust	General Assets of Employer Trust
Ownership/Control of Account	Employee	Employer	Employer
Maximum Contribution	Yes Single \$3,450, Family \$6,900 >55 add'l \$1,000 ind	No ( but usually less than deductible)	\$2,600 Annual Maximum
Account Portability	Yes	No	No
High Deductible Health Plan Required	Yes Minimum Deductible Single: \$1,350 Family \$2,700 Max OOP Single \$6,650 Family \$13,300	No	No
Rollover of Unused Funds	Yes	Yes(usually forfeited at termination)	New IRS Rule Allows Up to \$500
Subject to Cobra	N/A	Yes	Yes
Taxation of Earnings	No Penalty for use as non-health care: income tax + 20% excise	N/A	N/A