

	COMPARISON OF HSAs/HRAs/FSAs 2015		
	Health Savings Account (HSA)	Health Reimbursement Account (HRA)	Flexible Spending Account (FSA)
<b>Source of Funds</b>	Individual employee salary reduction dollars Employer Third Party	Employer Only	Usually employee only
<b>Funded</b>	Must Be Funded	Generally not funded	Generally not funded
<b>Salary Reduction</b>	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
<b>Account Type</b>	Trust or Custodial Account	General Assets of Employer Trust	General Assets of Employer Trust
<b>Ownership/Control of Account</b>	Employee	Employer	Employer
<b>Maximum Contribution</b>	Yes Single \$3,350, Family \$6,650 >55 add'l \$1,000 ind	No ( but usually less than deductible)	\$2,550 Annual Maximum
<b>Account Portability</b>	Yes	No	No
<b>High Deductible Health Plan Required</b>	Yes Minimum Deductible Single: \$1,300 Family \$2,600 Max OOP Single \$6,450 Family \$12,900	No	No
<b>Rollover of Unused Funds</b>	Yes	Yes(usually forfeited at termination)	New IRS Rule Allows Up to \$500
<b>Subject to Cobra</b>	N/A	Yes	Yes
<b>Taxation of Earnings</b>	No Penalty for use as non-health care: income tax + 20% excise	N/A	N/A