

HSA, HRA and FSA Comparison

	HSAs	HRAs	FSAs/FSPs
Who is Eligible?	Employees Retirees Owners	Employees Retirees Owners	Employees
Maximum Yearly Contribution	\$2,600 - \$5,150*	No Maximum	No Maximum
Who Controls and Owns the Account?	Employee	Employer	Employer
How is the Money Disbursed?	Checks or Debit Card	Reimburse through Employer	Checks, Debits, Withdrawal Slips
Who Contributes to the Account?	Employers or Employees	Employer Only	Employee Only
Is it Portable?	Yes	No	No
Can the Money Earn Interest or Dividends?	Yes	No	No
Can the Money Be Used for Non-Health Emergency Spending?	Yes	No	Some (section 125 rules)
Can the Money "Roll Over" to Accumulate?	Yes	No	No
What are the Tax Advantages?	Tax Free to Employee; Deductible to Business	Tax Free to Employee; Deductible to Business	Tax Free to Employee Only
Is High-Deductible Insurance Required?	Yes	No	No