

	HSA	FSA	HRA
Account Funding	Can Be Employee And/Or Employer Funded	Can Be Employee And/Or Employer Funded	Employer Only Funded
Employee Tax Savings	Contributions Are Tax Free, Tax-Free Distribution On Qualified Expenses <ul style="list-style-type: none"> HSA may also be funded with after-tax dollars. Non-qualified expenses: <ul style="list-style-type: none"> 20% penalty + taxes After age 65, a person can withdraw funds for any reason with no penalty. Withdrawals are taxed as income. 	Contributions Are Tax- Free, Tax-Free Distribution On Qualified Expenses	Qualified Expenses Are Tax-Free
Employer Tax Savings	Employer Contributions: <ul style="list-style-type: none"> Business Expense Deduction 	Employer Payments: <ul style="list-style-type: none"> Business Expense Deduction 	Employer Contributions: <ul style="list-style-type: none"> Business Expense Deduction
Qualified High Deductible Health Plan (HDHP) Requirement	Required <ul style="list-style-type: none"> Deductible must be at least (2019): <ul style="list-style-type: none"> \$1,350 Individual or \$2,700 Family Out-Of-Pocket Maximum (Including the Deductible, Co-Insurance, etc.) Cannot exceed (2019): <ul style="list-style-type: none"> \$6,750 Individual or \$13,500 Family 	Not Required	Not Required
Account Ownership	Employee	Employer	Employer
Who Keeps Funds On A Terminated Employee?	Employee, Employee Is The Account Owner	Employer	Employer
COBRA?	Not Applicable	Applies To Health Care Account and/or Limited Health Care Account Only	Applies
Funds Available To Employee Before Account Is Funded	No	Yes/No <ul style="list-style-type: none"> Health Care and Limited Health Care (Only): <ul style="list-style-type: none"> Yes, The employer must make the full election amount available to the participant on the first day of the plan. All other accounts: <ul style="list-style-type: none"> No 	Yes/No <ul style="list-style-type: none"> Employers are required to pay eligible expenses only to the extent of the participants account balance. However, the employer has full discretion in designing the plan and therefore may allow the full amount available on the first day of the plan. This is a plan design feature.
Maximum Contribution	2018: <ul style="list-style-type: none"> \$3,450 Individual or \$6,900 Family 2019: <ul style="list-style-type: none"> \$3,500 Individual \$7,000 Family Age 55-65 <ul style="list-style-type: none"> Additional \$1,000 "Catch Up" <ul style="list-style-type: none"> Anyone enrolled in Medicare A and/or B (Including disabled and/or over age 65) cannot contribute to an HSA. 	Health Care and Limited Purpose Flexible Spending Account: <ul style="list-style-type: none"> 2,700 Dependent Care Account: <ul style="list-style-type: none"> \$5,000 (if you are married, filing a joint return or you are head of a house). \$2,500 (if you are single or married, but filing separate). 	No Limit (set by the employer)
Qualified Change In Status Rules	HSA Account Not Subject To Rules <ul style="list-style-type: none"> Health plan is subject to rules. Participation and contribution amounts are on a monthly basis. An employee can start, stop, change the amount at any time. 	Plan Subject To Rules	Plan Subject To Rules
Non-Discrimination Rules	If Employer Contributes, Contributions Must Be Same Amount Or Same Percentage For All Employees	Rules Apply To Prohibit Discrimination In Favor Of Highly Compensated Employees	Rules Apply To Prohibit Discrimination In Favor Of Highly Compensated Employees
Debit Card Available	Yes	Yes, Employer Choice	Yes, Employer Choice
Can Funds Rollover	Yes <ul style="list-style-type: none"> All unused funds are carried over, no maximum. 	Yes, Optional, Limitations <ul style="list-style-type: none"> Employer Can Set Up Plan With A 2 ½ Month Plan Year Extension. Health Care and Limited Health Care (Only): <ul style="list-style-type: none"> Employer can set up a plan rollover provision. Maximum rollover is \$500 total, not per year. 	Yes, Optional <ul style="list-style-type: none"> HRAs may be designed to carryover unused balances. The employer has full discretion in designing the plan. This is a plan design feature.