

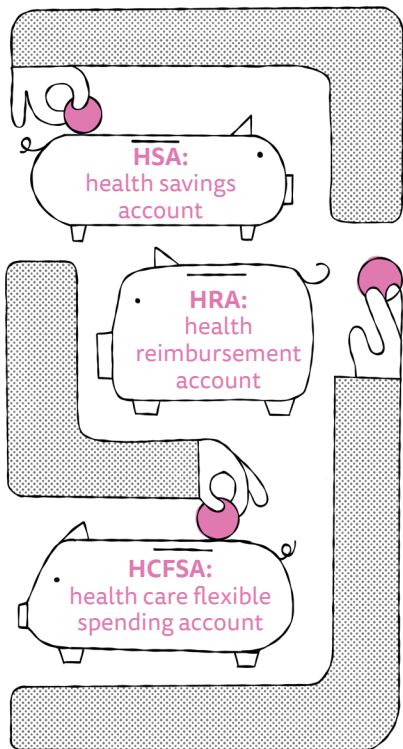
Health Spending Accounts

Looking to Save on Medical Expenses?

What are Health Spending Accounts?

These are accounts used to pay for qualified out-of-pocket medical expenses (ex. deductibles, copays, prescriptions, medical equipment). Payment through these different accounts is supposed to help lower costs in different ways.

Common Account Types



HSA

HRA

FSA

Who is eligible?	You have to be covered by a qualified high-deductible health plan (HDHP)	Your employer has to offer it	Your employer has to offer it
Who contributes to the account?	You do, but your employer could also contribute	Only your employer can contribute	You do, but your employer could also contribute
How do I get one?	You can set up a HSA with banks or credit unions.	Your employer offers a HRA of a certain amount	Ask your employer about it and enroll during open enrollment period.
How do I contribute?	You can make a pre-tax contribution anytime and/or set a contribution per paycheck. There is a federal contribution limit.	You can't.	You decide how much money you want to put into the account per year and it is taken pre-tax from your paycheck. There is a federal contribution limit.
How do I use it?	Withdraw money from account OR pay with HSA debit card	Pay out of pocket and then submit a claim for reimbursement OR pay with HRA debit card	Pay out of pocket and then submit a claim for reimbursement OR pay with HCFSAs debit card
Where does the money go if it isn't used?	It stays in your account until it is used.	Employer can choose to roll over the money or you might lose it.	Maximum rollover of \$610.
What is the benefit of having one?	Contributions are tax-advantaged and rolls over year-over-year. You maintain ownership if you switch employers, and have access to HSA funds anytime in the future.	Your employer is offering money to help cover your medical expenses. Also, unlike HSAs or HCFSAs, it can often be used to help cover premiums.	You save an amount of money equal to the taxes you'd have paid on your contribution. You can use HCFSAs to pay qualified expenses anytime in the upcoming year.

- Sources:**
- 1 "8 Questions to Ask Before Setting Up Your HSA" and "HSA FAQs", HealthPartners
 - 2 "Benefits by the Numbers," Connect Your Care
 - 3 "Guide to HRAs", People Keep
 - 4 "What's the Difference Between an HSA, FSA, and HRA?," Self