HealthTrust	Healthcare FSA Flexible Spending Arrangement	HRA Health Reimbursement	HSA Health Savings Account
Overview	**IRS programs that allow individuals to use tax-free contributions to offset eligible healthcare expenses.**		
Eligibility Requirements	Eligibility is in accordance with the plan terms set by the employer. Employees also must be eligible for the employer's group medical plan.	Eligibility is in accordance with the plan terms set by the employer. Employees also must be eligible for the employer's group medical plan and enrolled in that plan or another group medical plan.	Employees must be enrolled in a High Deductible Health Plan (HDHP) in order for contributions to be made to the HSA.
Allowable Contributions	Employee may contribute through pre-tax salary reduction contributions. Employer may also contribute.	Funded through employer contributions only. Employee may not contribute.	Employee may contribute through pre- or post-tax payroll contributions. Deposits may also be made directly into the account. Employer may also contribute.
Contribution Limits	**Employer** - $500 (unless the employer matches employee contributions) **Employee** - $2,550	**Employer** - unlimited **Employee** - not allowed	**Combined Limit for Contributions From All Sources (CY2016)** - $3,350 single/$6,750 two-person or family/$1,000 catch-up for age 55+
Eligible Expenses	• Qualified medical, dental, and prescribed medication expenses Expenses must be incurred during current plan year or grace period. Full amount of election is available for reimbursement on first day of plan year.	• Qualified medical, dental, and prescribed medication expenses • Long-term care premiums • Certain healthcare premiums Expenses may be incurred at any time after the HRA is established.	• Qualified medical, dental, and prescribed medication expenses •Long-term care premiums • COBRA premiums • Medicare and other healthcare premiums at age 65, excluding Medicare supplemental plans Expenses may be incurred at any time after the HSA is established.
Unused Funds	Unused funds are forfeited at end of plan year ("use-or-lose"). Only exceptions are either 2 1/2 month grace period or a $500 carryover, if available under plan terms set by the employer.	Unused funds are either forfeited or rolled over to the following year depending upon plan terms set by the employer.	Funds remain in account. Funds in account may earn interest and be invested.
Portability	Funds are typically forfeited if employee leaves employment. There may be a right to elect COBRA.	Funds are typically forfeited if employee leaves employment. There may be a right to elect COBRA or otherwise "spend down" the balance.	Employee owns account and may continue to access funds if they change employers or leave the workforce.
Employee Tax Savings	Employee salary reduction contributions, employer contributions, and reimbursements for qualified expenses are not included in the employee's gross income (i.e. tax-free).	Contributions and reimbursements for qualified expenses are not included in the employee's gross income (i.e. tax-free).	• Contributions and reimbursements for qualified expenses are not included in (or are deductible from) the employee's gross income (i.e. tax-free). • The interest or other earnings on the assets in the account are tax-free. • At age 65 or date of disability, participants may choose to withdraw funds for any reason at normal tax rate.
	Often results in a tax savings of between 20-35% for middle-income employees, but will vary depending upon their individual tax situation.		
Employer Tax Savings (Public Sector)	Employer saves equivalent of 7.65% of employee pre-tax contributions (no matching FICA tax).	N/A	Employer saves equivalent of 7.65% of employee pre-tax contributions (no matching FICA tax).

This chart is intended for summary purposes only. It is not intended as and does not constitute legal or tax advice. Questions regarding your specific circumstances should be addressed to your plan administrator or your legal, tax or other professional advisers.

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