



COMPARISON OF HSAs/HRAs/FSAs 2008

	Health Savings Account (HSA)	Health Reimbursement Account (HRA)	Flexible Spending Account (FSA)
Source of Funds	Individual employee salary reduction dollars Employer Third Party	Employer Only	Usually employee only
Funded	Must Be Funded	Generally not funded	Generally not funded
Salary Reduction	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
Account Type	Trust or Custodial Account	General Assets of Employer Trust	General Assets of Employer Trust
Ownership/Control of Account	Employee	Employer	Employer
Maximum Contribution	Yes Single \$2900, Family \$5800 >55 addtl \$900 ind, \$900 Spouse	No (but usually less than deductible)	No (employers usually limit)
Account Portability	Yes	No	No
High Deductible Health Plan Required	Yes Single min: \$1100 Max: \$5600 Family min: \$2200 Max: \$11,200	No	No
Rollover of Unused Funds	Yes	Yes(usually forfeited at termination)	No
Subject to Cobra	N/A	Yes	Yes
Taxation of Earnings	No Penalty for use as non-health care: income tax + 10% excise	N/A	N/A