



# Medical Savings Accounts

| <b>Funded HRA/VEBA</b><br>(Health Reimbursement Arrangement/<br>Voluntary Employee Beneficiary<br>Association)                       | <b>HSA</b><br>(Health Savings Account)   | <b>Medical FSA</b><br>(Flexible Spending Account)  |
|--|--|--|
| <b>Who Can Contribute?</b>   |  |  |
| Employer only.   | Employee and Employer.<br><br><i>Note: If an employee is enrolled in Medicare, neither the employer nor the employee can make HSA contributions.</i>                         | Employee and Employer. <sup>1</sup><br><br><i>Note: In practice, it is not common for employers to contribute.</i>   |
| <b>Employer Contribution Rules</b>   |  |  |
| Employer must make comparable contributions on behalf of those meeting eligibility criteria.   | Employer must make comparable contributions on behalf of those meeting eligibility criteria.   | An employer may match up to \$500, regardless of whether or not the employee contributes. Above \$500, employers may only make a dollar-for-dollar match to the employee's contribution. <sup>2</sup>  |
| <b>Roll Over</b>   |  |  |
| Balance rolls over every year. Vesting options available.  | Balance rolls over every year.   | The funds in the account are “use it or lose it,” however, employers may elect to offer: <ul style="list-style-type: none"> <li>• <b>Carry Over:</b> The ability to carryover unused funds into the next plan year. The maximum carryover amount is equal to 20% of the maximum annual election amount, which is set by the IRS each year.</li> <li>• <b>Grace Period:</b> A 2½ month grace period after the end of the plan year where employees could spend their unused funds into the next plan year.</li> </ul> |
| <b>Taxation</b>  |  |  |
| Reimbursements are tax-free for eligible expenses.<br><br>Free from federal income, FICA, and state tax.                             | Deducted from pay pre-tax, used tax-free for eligible expenses.<br><br>Free from federal income and FICA tax. State income tax applies in states without conforming tax law. | Deducted from pay pre-tax, used tax-free for eligible expense.<br><br>Free from federal income, FICA and state tax.  |
| <b>Eligible Health Insurance Plan Integration</b>  |  |  |
| Can be integrated with any group health plan.<br><br>Retiree HRAs/VEBAs do not have to be integrated with any health insurance plan. | Can only be integrated with an HSA-Qualifying High Deductible Health Plan. The deductible limit is annually set by the IRS.  | Can be integrated with any health group plan.  |

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|---|---|---|
| <p><b>How They Work Together</b></p>  |   |   |
| <p>An HRA/VEBA can be paired with an FSA.</p> <p>An HRA/VEBA can be paired with an HSA, but the HRA must be designated as limited purpose if actively contributing to an HSA.<sup>3</sup></p>   | <p>An HSA can be paired with an FSA, but the FSA must be designated as limited purpose if actively contributing to an HSA.<sup>2</sup></p> <p>An HSA can be paired with an HRA/VEBA, but the HRA/VEBA must be designated as limited purpose if actively contributing to an HSA.<sup>3</sup></p>   | <p>The FSA can be paired with an HSA and/or an HRA/VEBA, but the FSA/HRA/VEBA must be designated as limited purpose if actively contributing to an HSA.<sup>3</sup></p> |
| <p><b>Employee Eligibility</b></p>  |   |   |
| <p>Any current or former employee who meets the employer's criteria is eligible to participate in an HRA/VEBA.</p>  | <p>The IRS treats married couples as a single tax unit, which means they must share one family <b>HSA</b> contribution limit. In cases where both spouses have self-only coverage, each <b>spouse</b> may contribute up to half of the annual contribution limit.</p> <p>An individual is not eligible if they are covered by a Medical FSA that has not been modified as limited purpose including a spouse's FSA.<sup>3</sup></p> | <p>Any current employee who meets the employer's criteria is eligible to participate in an FSA.</p>   |
| <p><b>Use of Funds by a Dependent</b></p>   |   |   |
| <p>Yes, spouses and eligible dependents (defined as children under 27 and any dependent claimed on your tax return). Depending on the HRA/VEBA type, the dependent may need to be covered by group health insurance or individual health insurance to be eligible to use.</p> | <p>Yes, spouses can use HSA funds and any dependent claimed on your tax return.</p>   | <p>Yes, spouses and eligible dependents (defined as children under 27 and any dependent claimed on your tax return).</p>  |
| <p><b>Investment Choices</b></p>  |   |   |
| <p>Investment options are available.</p>  | <p>Investment options are available.</p>  | <p>Not Applicable.</p>  |
| <p><b>Maximum Contribution</b></p>  |   |   |
| <p>Funded HRAs/VEBAs have no annual limit, except when offering a specific type of HRA called a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA).</p>   | <p>Maximum contribution limits annually set by IRS.</p>   | <p>Maximum contribution limits annually set by IRS.</p>   |
| <p><b>Non-Medical Withdrawals</b></p>   |   |   |
| <p>Not allowed.</p>   | <p>Non-medical distributions are taxed as income and subject to a 20% penalty unless disabled, deceased, or attained Medicare Eligibility Age.</p>  | <p>Not allowed.</p>   |

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| <b>Reimbursable Medical Expenses</b>  |   |  |
| <p>Qualified medical expenses as defined in IRC 213(d), including OTC medications.</p> <p>Reimbursements for medical expenses are limited to the current account balance.</p> <p>No reimbursement for any medical expense while accepting a subsidy on the Health Insurance Marketplace.</p>  | <p>Qualified medical expenses as defined in IRC 213(d), excluding over-the-counter drugs without a prescription, except insulin.</p> <p>Reimbursements for medical expenses are limited to the current account balance.</p>   | <p>Qualified medical expenses as defined in IRC 213(d), including OTC medications.</p> <p>Medical reimbursements are available on the first day of the plan year, up to the employee's full annual election.<sup>1</sup></p> <p>Reimbursements for dependent care expenses are limited to the current account balance.</p> |
| <b>Reimbursable Insurance Premiums</b>  |   |  |
| <p>Once the employee has separated from service, and the Active HRA/VEBA is converted to a Retiree HRA/VEBA. Premiums for medical, dental, vision, long-term care insurance, Medicare B, D, supplemental plans, and Health Insurance Marketplace are reimbursable. Life insurance premiums are not reimbursable.</p> <p>If the retiree has coverage through the Health Insurance Marketplace and they're accepting a premium tax credit (PTC) or subsidy, access to the HRA/VEBA should be suspended.</p> | <p>No reimbursement for medical insurance premiums prior to Medicare Eligibility Age unless the employee is under COBRA or unemployed.</p> <p>Includes Medicare B and D but does not include Medicare supplements.</p> <p>No reimbursement for Health Insurance Marketplace premium.</p> <p>Premiums for Long Term Care (LTC) insurance are reimbursable.</p> | <p>No reimbursement for medical insurance premiums.</p>  |
| <b>Death of Account Holder</b>  |   |  |
| <p>Surviving spouse and eligible dependents can continue to use the remaining account balance for the reimbursement of qualified medical expenses and premiums. The estate can also seek reimbursements for any expenses that the decedent incurred prior to passing away. If there is no surviving spouse, no surviving eligible dependents, or no expenses incurred by the decedent, funds will forfeit back to the employer.<sup>4</sup></p>   | <p>Surviving spouse only (if s/he is the designated beneficiary) is entitled to use remaining account balance for qualified medical expenses. If designated beneficiary is someone other than the spouse, then remaining account balance is taxed as income to the beneficiary.</p>   | <p>Typically terminates upon the death of a plan participant.</p>  |

<sup>1</sup>If an employee overspends their medical FSA account and then terminates employment before the plan year ends, employers cannot recoup the overspent funds from the employee.

<sup>2</sup>In general, employer contributions should not exceed \$500 per plan year to maintain excepted benefit status.

<sup>3</sup>A limited purpose medical savings account can only be used for eligible dental, vision, and post-deductible expenses

<sup>4</sup>Naming a beneficiary may be allowed in certain states if certain conditions are met. Check with your employer or plan sponsor to see if your state qualifies.

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