



What's the difference between an HSA, FSA and HRA?



	HSA Health Savings Account	FSA Flexible Spending Account	HRA Health Reimbursement Account
What is it?	It's a personal bank account to help you save and pay for covered health care services and qualified health care expenses.	It's an account to help you pay for covered health care services and qualified health care expenses.	It's an account to help you pay for eligible medical expenses.
How do I get it?	You must be enrolled on SMC's Blue Shield HSA compatible medical plan.	You can sign up for a health care FSA if you are enrolled on a non-HSA medical plan. HSA participants may sign up for a limited-purpose FSA.	You must be enrolled on the Kaiser Deductible/HRA medical plan
Who owns it?	You do.	SMC but it's your money.	SMC.
Who puts the money in it?	SMC. And you can also put money into it if you choose.	You. Through pre-tax payroll deductions.	Only SMC. You cannot put your own money into it.
How is money put in it?	SMC puts money into the account. SMC also allows you to deposit money straight from your paycheck or you can make deposits like you do with other personal bank accounts.	SMC will take money out of each paycheck, before taxes, and put it into the account.	SMC at the beginning of the plan year.
Is there a limit on how much I can put in it?	Yes. The IRS sets a limit on how much you can put into it each year. However, there is no limit to how much you can save over time.	Yes. The IRS sets a limit on how much you can put into it each year. You can usually find the limits in your health plan documents and at irs.gov .	No. There are no limits for you because you can't put your own money into an HRA.
If I don't spend it all this year, can I use it next year?	Yes. Since you own the account, the money will stay in it until you choose to spend it. You can save and use it into retirement.	Yes. Unused balances up to \$500 carry over into the next plan year. However, anything over \$500 must be forfeited.	No. There is no carry over.
Can I keep it if I leave my employer? What happens to the money?	Yes. You own the account.	No. The account is not portable.	No. The account is not portable.
Do I have to pay taxes on it?	You do not have to pay federal income tax, however HSA is subject to CA state income tax.	No. You don't have to pay federal, state and Social Security taxes on this money. You also don't have to pay federal income taxes on any money that is reimbursed to you.	No. You don't have to pay federal or state income taxes on this money
What can I pay for with it?	You can pay for qualified health care expenses, which are determined by the IRS. This can include services covered by a health plan. You can also use it to pay for dental, vision and many other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.	You can pay for qualified health care expenses, which are determined by the IRS. This can include services covered by a health plan. You can also use it to pay for dental, vision and many other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.	You can pay for eligible medical expenses while enrolled on the Kaiser Deductible/HRA medical plan. Dental, vision, and Rx drugs are ineligible for SMC's HRA.
Can I have any other accounts with it?	Yes. You can have a limited-purpose FSA or a dependent care FSA. You can use a dependent care FSA to pay for eligible day care and elder care services.	Yes. You can have an HRA or a dependent care FSA. You can use a dependent care FSA to pay for eligible day care and elder care services.	Yes. You can have a health care FSA and dependent care FSA to pay for eligible day care and elder care services.