

Flexible Spending

VERSUS

Health Savings

Flexible Spending Account (FSA)

Health Savings Account (HSA)



Funded By

Employer Owned but employee funded



Employee owned and funded

Contribution limits

2023
\$3,050
Dependent Care
\$5,000



2023
Individual \$3,850
Family \$7,750

Eligible Expenses

IRS approved medical/vision/dental expenses for participant and qualified dependents



IRS approved medical/vision/dental expenses for participant and qualified dependents

Plan Requirement

High Deductible Health Plan NOT required



High Deductible Health Plan required

Tax Advantages

Contributions are tax-free



Tax-free contributions
Tax-free withdrawals for qualified expenses
Tax-free interest and investment income

Rollover or Grace Period

Grace period for 2.5 months for unused balance



Yes. Funds roll over at the end of the plan year

Investment

No investment options



Ability to invest funds after meeting minimum threshold

Portability



No portability



Yes. HSA stays with the account holder

For more information visit:

<https://www.udmercy.edu/faculty-staff/hr/benefits/index.php>