

Comparison of FSA and HSA Accounts

	FSA (Health Care Spending Account and/or Dependent Care Flexible Spending Account)	HSA
Account Overview	A FSA lets you use pre-tax money to pay for qualified medical, dental or vision expenses with the Health Care Flexible Spending Account. The Dependent Care Flexible Spending Account is used for daycare expenses. The difference is that you do not keep your unused FSA money, unused funds are forfeited if not used by the end of the calendar year. You can enroll in a FSA with any health plan or without enrolling in a health plan.	A HSA lets you use pre-tax money to pay for qualified medical, dental and vision expenses. HSAs require enrollment in a HSA-qualified health plan (ABC health plan) in order to contribute. Funds never expire - even if you leave employment.
Is there an annual contribution limit?	For 2021, the annual contribution limits are \$2,700 per employee for Healthcare and \$5,000 per family for Dependent Care. There is no catch up provision for employees over age 55.	For 2021, the annual contribution limits are \$3,600 for individual and \$7,200 for two person and family enrollment. There is an additional \$1,000 catch up provision for employees age 55 and over until enrolled in Medicare at age 65.
Do unused funds carry over to the next year?	No	Yes
Can you take the account funds with you if you leave employment at Hartland Schools?	No	Yes
Investment options?	No	Yes
Can I change my contribution during the year?	No, unless there is a life event.	Yes, at any time
Can I enroll in both programs?	No	No
Catch-up Contributions?	No	Yes, \$1,000 for ages 55 and older until enrolled in Medicare at age 65
How is it funded?	Employee through payroll deduction or employer	Employee through payroll deduction or employer