

HRA / HSA / FSA Comparison Chart

	HRA	HSA	Medical FSA
Who is Eligible?	Any employee, subject to employer's eligibility requirements. Sometimes tied to health plan (may require HDHP).	An individual who is covered under a qualified HDHP, is not covered by Medicare and cannot be claimed as a tax dependent.	Any employee, subject to employer's eligibility requirements.
Who owns the account?	Employer	Employee	Employer
Is the account portable? (Can it transfer after leaving employer?)	Usually No	Yes	No
Do the funds earn interest?	Usually No . The employer can credit interest if funds are invested.	Yes , interest accrues tax-free.	No
Do unused funds carryover to the next year?	Possibly . This is not required and depends on the plan set up.	Yes	Possibly . Some plans offer a rollover of unused funds up to \$660 in 2025. Check your plan details.
Who can contribute to the plan?	Employer Only	Employee, Employer, Individual	Employee and/or employer
Is the plan COBRA eligible?	Yes	No	Yes
Can funds be taken out for non-medical related expenses?	No	Yes , however, non-medical withdrawals are taxable and subject to a 10% penalty if under the age of 65 at time of withdrawal.	No
Maximum Contribution	Limit set by employer.	For 2025, \$4,300 if the person has single coverage, \$8,550 if family coverage.	Limit set by the employer. (Up to \$3,300 for 2025)