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 $680 in 2026). 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 2026, $4,400 if the person has single coverage, $8,750 if family coverage. For 2027, $4,500 if the person has single coverage, $9,000 if family coverage. Individuals aged 55 and older can make an additional catch-up contribution of $1,000.	Limit set by the employer. (Up to $3,400 for 2026)