

PSAs at-a-glance

	HSA	HRA	FSA
What is it?	An HSA is a tax-advantaged account used to pay qualified medical expenses for the account holder and dependents.	An HRA is a tax-advantaged account established and funded entirely by the employer for its workers' and their dependents' qualified health plan expenses.	An FSA is a tax-advantaged account usually offered as part of a Cafeteria Plan. Funds can be used toward qualified medical or dependent care expenses depending on the type of FSA.
What is eligible?	Medical expenses according to Internal Revenue Code Section 213(d). Visit irs.gov for a list of eligible and ineligible expenses.	Health plan eligible expenses (copays, deductibles, coinsurance) as directed by the employer.	Medical FSA: Medical expenses according to Internal Revenue Code Section 213(d). Dependent care FSA: Dependent care expenses according to Internal Revenue Code Section 129.
Who owns the account?	Worker.	Employer.	Employer.
CHP Option compatibility/requirement?	Option HDHP, Choice 1500, Choice 2000, Choice 3000, Option HDHP (UMR), Healthy Me B, Healthy Me C and Whole Health 2000.	Can be used with any health plan option.	Can be used with any health plan option. Note: Kaiser Permanente will not administer an FSA paired with Whole Health 2000.
Who contributes?	Employer and/or worker.	Employer only.	Generally, worker. This account is typically funded by the worker, although the employer can contribute as well.
Balance rolls over?	Yes. The balance does roll over from year to year.	Employer decision. Money in the account at the end of the year can be rolled over if the employer designates.	No. If money is not used by the end of the year, the remaining dollars are forfeited to the employer, unless the employer elects to allow a rollover of up to \$500 in funds.
Portable?	Yes. The account is fully portable.	Employer decision. The employer can allow terminated workers to spend remaining funds in the account.	No. The account is not portable if the worker leaves the organization.
Investment opportunities?	Yes. The account can earn interest. Workers also may invest a portion of their account dollars when the balance reaches a designated threshold. Several investment options are available.	No.	No.
Who holds the funds until a claim is received?	In the member's account with the administrator (e.g., Further or Kaiser Permanente).	Employer.	Employer.