

Stretch your health care dollars with a personal spending account

A personal spending account paired with your Concordia Health Plan option makes it possible for you to use tax-free dollars to pay for eligible medical, prescription, dental, vision and dependent care expenses. There are three types of PSAs – health savings account, health reimbursement arrangement and flexible spending account (medical and dependent care).

	Health spending account (HSA)	Health reimbursement arrangement (HRA)	Flexible spending account (FSA)
What is it?	An HSA is a tax-advantaged account used to pay qualified medical, dental or vision 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 to pay qualified medical, dental and vision expenses.	An FSA is a tax-advantaged account used to pay for qualified medical, dental, vision or dependent care expenses depending on the type of FSA.
What is eligible?	Medical expenses according to IRS Publication 502. Visit irs.gov for a list of eligible and ineligible expenses.	Medical, dental and vision eligible expenses (copays, deductibles, coinsurance) as directed by the employer.	Medical FSA: Medical expenses according to IRS Publication 502. 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, Healthy Me HSA A, Healthy Me HSA B, Healthy Me HSA C, Healthy Me HSA D, Healthy Me HSA E 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?	Generally, the worker. This account is typically funded by the worker, although the employer can contribute as well.	Employer only.	Generally, the 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 \$550 in funds or provides a grace period to submit reimbursement requests.
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. Workers also may invest a portion of their account dollars when the balance reaches a designated threshold. Several investment options are available. Investment capabilities vary by HSA provider.	No.	No.

MEDICARE & AN HSA

If you're approaching age 65 (or are already age 65) and you're currently in an HSA compatible plan option and contributing to an HSA, be aware that enrolling in Medicare or receiving Social Security benefits ends your eligibility to contribute to an HSA. Contact your employer if this applies to you.

Questions? Contact our Health and Welfare Team at 888-927-7526, ext. 6002 or email info@ConcordiaPlans.org.

