

# Flexible Spending

## VERSUS

# Health Savings

### Flexible Spending Account (FSA)

### Health Savings Account (HSA)



#### Funded By

Employer Owned but employee funded



Employee owned and funded

#### Contribution limits

2023  
\$3,050  
Dependent Care  
\$5,000



2023  
Individual \$3,850  
Family \$7,750

#### Eligible Expenses

IRS approved medical/vision/dental expenses for participant and qualified dependents



IRS approved medical/vision/dental expenses for participant and qualified dependents

#### Plan Requirement

High Deductible Health Plan NOT required



High Deductible Health Plan required

#### Tax Advantages

Contributions are tax-free



Tax-free contributions  
Tax-free withdrawals for qualified expenses  
Tax-free interest and investment income

#### Rollover or Grace Period

Grace period for 2.5 months for unused balance



Yes. Funds roll over at the end of the plan year

#### Investment

No investment options



Ability to invest funds after meeting minimum threshold

#### Portability



No portability



Yes. HSA stays with the account holder

For more information visit:

<https://www.udmercy.edu/faculty-staff/hr/benefits/index.php>