

## COMPARISON OF HEALTH SAVINGS ACCOUNTS, HEALTH REIMBURSEMENT ACCOUNTS AND FLEXIBLE SPENDING ACCOUNTS

	HEALTH SAVINGS ACCOUNT	HEALTH REIMBURSEMENT ACCOUNT	MEDICAL FLEXIBLE SPENDING ACCOUNT
<b>DESCRIPTION</b>	Individual interest bearing accounts established under the employee's name that allows the account holder to use pre-tax dollars to pay for qualifying health care expenses	PEBP owned accounts established on behalf of the an individual to help pay for qualifying health care expenses.	Individual pre-tax accounts that allow employees to use pre-tax dollars to pay for qualifying health care expenses
<b>ELIGIBILITY</b>	The individual must be <ul style="list-style-type: none"> <li>• Enrolled in a high deductible health plan</li> <li>• Not covered by another health plan that is not a high deductible</li> <li>• Not enrolled in Medicare, Tricare, Tribal, or similar plan</li> <li>• Cannot be claimed as a dependent on another person's tax return</li> </ul>	Available to a participant in the High Deductible plan who is not eligible for a Health Savings Account	Any benefits eligible employee that does not have a Health Savings Account
<b>FUNDING (this funding information does not include any additional one time contribution that the PEBP Board may decide to provide at the beginning of the plan year)</b>	<ul style="list-style-type: none"> <li>• Employee Only: \$700</li> <li>• Family Coverage (2 or more): \$700 for employee and \$200 for each dependent up to \$1300 total for the family</li> <li>• Employee may elect to contribute additional dollars on a tax deferred basis</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Only: \$700</li> <li>• Family Coverage (2 or more): \$700 for employee and \$200 for each dependent up to \$1300 total for the family</li> </ul>	Employee contributes on a tax deferred basis through payroll deduction
<b>PURPOSE</b>	Can be used to pay for qualifying health care expenses such as co-pays, deductibles, lab tests, diagnostic tests, prescription drugs, co-insurance, dental procedures, vision exams, etc. A complete listing of Qualified Medical Expenses can be found in IRS Publication 502		

<b>EMPLOYEE CONTRIBUTIONS</b>	Total cannot exceed: <ul style="list-style-type: none"> <li>• \$3,350 Employee only coverage</li> <li>• \$6,650 for Family (2 or more)</li> <li>• These maximums include the PEBP contribution</li> </ul>	Not allowed	Cannot exceed: \$2550 per plan year
<b>TAX TREATMENT OF EMPLOYEE CONTRIBUTIONS</b>	Employee contributions are excludable from income	N/A	Employee contributions are excludable from income
<b>CONSEQUENCES OF CASHING OUT ACCOUNT FOR NON-QUALIFIED MEDICAL EXPENSES</b>	Distributions are taxed as income and subject to taxes and penalties except in the event of death, disability or attainment of Medicare eligibility	Not permitted	Not permitted
<b>CARRYOVER OF FUNDS PERMITTED?</b>	Yes	PEBP establishes the limit on carryover amounts	No
<b>PORTABLE</b>	Yes	No	No