

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

	HEALTH SAVINGS ACCOUNT	HEALTH REIMBURSEMENT ACCOUNT	MEDICAL FLEXIBLE SPENDING ACCOUNT
Description	Individual interest bearing accounts established under the employee's name that allows the account holder to use pretax dollars to pay for qualifying health care expenses	PEBP owned accounts established on behalf of 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
Eligibility	<p>The individual must be</p> <ul style="list-style-type: none"> • Enrolled in a high deductible health plan • Not covered by another health plan that is not a high deductible • Not enrolled in Medicare, Tricare, Tribal, or similar plan • Cannot be claimed as a dependent on another person's tax return 	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
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)	<ul style="list-style-type: none"> • Employee Only: \$700 • Family Coverage : \$200 (up to a maximum of 3 dependents) • Employee may elect to contribute additional dollars on a tax deferred basis 	<ul style="list-style-type: none"> • Employee Only: \$700 • Family Coverage \$200 (up to a maximum of 3 dependents) 	Employee contributes on a tax deferred basis through payroll deduction

PURPOSE	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		
EMPLOYEE CONTRIBUTIONS	Total cannot exceed: <ul style="list-style-type: none"> • \$3,550 Employee only coverage • \$7,100 for Family (2 or more) • These maximums include the PEBP contributions 	Not allowed	Cannot exceed: \$2,750 per plan year
TAX TREATMENT OF EMPLOYEE CONTRIBUTIONS	Employee contributions are excludable from income	N/A	Employee contributions are excluded from income
CONSEQUENCES OF CASHING OUT ACCOUNT FOR NON-QUALIFIED MEDICAL EXPENSES	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
CARRYOVER OF FUNDS PERMITTED?	Yes	PEBP establishes the limit on carryover amounts	No
PORTABLE	Yes	No	No