

What's the difference between an FSA and HRA?

	FSA	HRA
	Flexible Spending Account	Health Reimbursement Account
What is it?	It's an account to help you pay for covered health care services and qualified health care expenses.	It's an account to help you pay for eligible medical expenses.
How do I get it?	You can sign up for a health care FSA if you are enrolled on a non-HSA medical plan. HSA participants may sign up for a limited-purpose FSA.	You must be enrolled on either the Blue Shield Deductible/HRA or Kaiser Deductible/HRA medical plan
Who owns it?	SMC but it's your money.	SMC.
Who puts the money in it?	You. Through pre-tax payroll deductions.	Only SMC. You cannot put your own money into it.
How is money put in it?	SMC will take money out of each paycheck, before taxes, and put it into the account.	SMC at the beginning of the plan year.
Is there a limit on how much I can put in it?	Yes. The IRS sets a limit on how much you can put into it each year. You can usually find the limits in your health plan documents and at irs.gov .	No. There are no limits for you because you can't put your own money into an HRA.
If I don't spend it all this year, can I use it next year?	Yes. Unused balances up to \$500 carry over into the next plan year. However, anything over \$500 must be forfeited.	No. There is no carry over.
Can I keep it if I leave my employer? What happens to the money?	No. The account is not portable.	No. The account is not portable.
Do I have to pay taxes on it?	No. You don't have to pay federal, state and Social Security taxes on this money. You also don't have to pay federal income taxes on any money that is reimbursed to you.	No. You don't have to pay federal or state income taxes on this money
What can I pay for with it?	You can pay for qualified health care expenses, which are determined by the IRS. This can include services covered by a health plan. You can also use it to pay for dental, vision and many other health care services and supplies that are listed under Section 213(d) of the Internal Revenue Code.	You can pay for eligible medical expenses and Rx copays while enrolled on either the Blue Shield Deductible or Kaiser Deductible/HRA medical plan. Dental and Vision expenses are ineligible for SMC's HRA.
Can I have any other accounts with it?	Yes. You can have an HRA or a dependent care FSA. You can use a dependent care FSA to pay for eligible day care and elder care services.	Yes. You can have a health care FSA and dependent care FSA to pay for eligible day care and elder care services.