HSA, Health FSA, HRA Comparison Chart

The following explains how an HSA (Health Savings Account) is different than a Health Flexible Spending Account (Health FSA) and a Health Reimbursement Account (HRA).

Feature	HSA	Health FSA	HRA
Do I need to be enrolled in a particular medical coverage level to participate?	Yes, you must be enrolled in a DXC high-deductible health plan (HDHP) such as the Bronze, Bronze Plus or Silver medical plans.	No, but if you enroll in an HSA, your Health FSA will be considered "limited purpose" and can only be used for dental and vision expenses.	Yes, you must be enrolled in a DXC high-deductible health plan (HDHP) such as the Bronze, Bronze Plus or Silver medical plans, and you cannot be enrolled in or contributing to an HSA.
Can I contribute to my account before taxes?	Yes	Yes	No, the HRA is an employer-funded account in conjunction with the Healthy Behaviors Wellness Program.
Do unused dollars roll over from year to year?	Yes	Yes, up to allowable amounts: $570 from 2022 to 2023 and $610 from 2023 to 2024.	Yes, but if you enroll in an HSA for the following plan year, your rolled-over HRA will convert to "limited purpose" and can only be used for dental and vision expenses.
If I leave the company or retire, can I take my account balance with me?	Yes	No	No
Does the money in the account earn interest?	Yes	No	No
Can I use a debit card to pay for expenses?	Yes	Yes	Yes
Can I use the account to pay for qualified vision or dental expenses?	Yes	Yes	Yes
How much can I contribute to the account in 2023?	You can contribute $3,850 for employee only coverage or $7,750 if also covering one or more dependents. If you are age 55 or older in 2023, you can contribute an additional $1,000 catch-up contribution. The limit includes any DXC contribution earned as part of the Healthy Behaviors Wellness program. Take this into account when you determine your HSA contribution amount.	$3,050	You cannot contribute to an HRA.
Is my full annual election available to me on January 1, 2023?	No	Yes	No