

HSA vs. HRA & FSA Benefits Guide

TERMS

- **HSA** stands for Health Savings Account, which the company and Employee may contribute to.
- **HRA** is a Health Reimbursement Account to which the company contributes a smaller portion to.
- **FSA** is a Flexible Spending Account to which the Employee contributes.

BENEFITS OF HSA

- The company will put \$ 1,500.00 in the individual's account or \$3,000.00 for a family.
- You can make pre-tax deductions through payroll, and the IRS allows more to put in an HSA than an FSA (Flexible Spending Account)
- You will earn tax-free interest on HSA accounts but not on HRA or FSA; once your balance reaches the threshold, you can earn income by choosing certain mutual funds or a self-directed brokerage account.
- Any monies in the HSA are yours to keep even if you leave the company, unlike an HRA or FSA, where you lose what you don't use each year.
- The Employee cost for the Blue Shield HDHP for an individual is \$1,776.32 vs. the Buy-up option, which costs \$5,258.50. This is a savings per year of \$3,482.18!
- The best part about the HDHP is that once you meet the deductible, Blue Shield pays 100% of your medical expenses, including prescriptions, for the remainder of the year. With this plan, the maximum you will spend for your insurance and ALL healthcare expenses for the year is a net of \$3,576.32

HSA HDHP : Blue Shield VS Blue Shield Buy Up				
PREMIUM	Employee	Emp + Spouse	Emp + Kids	Family
Premium per pay check	68.32	260.58	218.57	366.60
Premium per year	1,776.32	6,775.08	5,682.82	9,531.60
HSA from Team Allied	1,500.00	3,000.00	3,000.00	3,000.00
Total Deductible (OOP) (OOP) = Total out of pocket for the year	3,300.00	6,000.00	6,000.00	6,000.00
Net Insurance and out of pocket	3,576.32	9,775.08	8,682.82	12,531.60
Cost of Blue Shield Buy up plan per year	5,258.50	13,361.14	11,140.48	17,902.56
Savings over BS Buy up Plan	(3,482.18)	(6,586.06)	(5,457.66)	(8,370.96)
This plan ONLY: after the OOP is met, you pay NOTHING for the rest of the year for perscriptions, or anything medical!				