HealthEquity®

HSA vs FSA



Both accounts let you:

- Use pre-tax money to pay for qualified medical expenses, including dental and vision[1]
- Make pre-tax payroll contributions
- Pay for your spouse and dependents too

	Health Savings Account **Save up to $1,710[2] on taxes**	Healthcare Flexible Spending Account **Save up to $500[3] on taxes**
Fund availability	Funds available as you contribute	Get full annual amount on day 1 of plan year
Fund expiration	No use-it-or-lose-it, keep your money forever (even if you change health plans, jobs, or retire)	Funds eventually expire if you don't use them (though some employers offer grace period or carryover extensions)
Investing	Invest[4] your HSA tax-free, like a 401(k)	Cannot invest FSA funds or grow your account
Contribution changes	Change or update anytime	Only during enrollment or 'qualifying life event'
Health plan type	Requires HSA-qualified health plan	Works with any health plan type
Contribution limits[5]	**$8,750** (Family plan) **$4,400** (Individual plan)	**$3,200** (regardless of plan type)
Account compatibility (if offered by employer)	• Dependent Care FSA • Commuter Benefits • Limited Purpose FSA	• Dependent Care FSA • Commuter Benefits • Health Reimbursement Arrangement

Discover more ways to save.

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[1]FSAs and HSAs are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize FSA and HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules. | [2]Estimated potential tax savings are based on a $8,300 family HSA contribution and 20% effective tax rate including applicable state and federal income taxes. Actual tax savings will vary based on your contribution amount and specific tax situation. | [3]Estimated potential tax savings are based on a $2,500 contribution and a 20% effective tax rate, including applicable state and federal income taxes. Actual tax savings will vary based on your specific tax situation. | [4]Investments made available to HSA members are subject to risk, including the possible loss of the principal invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. | [5]Contribution limits are accurate as of 11/09/2023 for FSA and 5/6/2025 for HSA. For the latest information, please visit: HealthEquity.com/Learn | HealthEquity does not provide legal, tax or financial advice. Always consult a professional when making life-changing decisions. | Copyright © 2025 HealthEquity, Inc. All rights reserved. HSAvsFSA OE Flyer 5.12.2025