

HSA vs FSA

UNDERSTANDING THE DIFFERENCES AND THE ADVANTAGES

Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) can be confusing. This chart provides a **quick and easy comparison** of the different types of tax-advantaged healthcare accounts.

COMPARISON	HEALTH SAVINGS ACCOUNT (HSA)	FLEXIBLE SPENDING ACCOUNT (FSA)
Is specific health insurance coverage required to contribute?	Yes , you must be enrolled in a High Deductible Health Plan (HDHP).	No, BUT if you are contributing to a HSA, you can only enroll in a Limited Purpose Flexible Spending Account.
2026 MAXIMUM Annual Contributions	Single: \$4,400 Family: \$8,750 Catch-up: \$1,000 (age 55+)	Healthcare & Limited Purpose: \$3,400 Dependent Care: \$7,500 <i>(\$3,750 for married couple filing separately)</i>
PRE-TAX Contributions?	Yes	Yes
Availability Of Funds	Funds must accumulate before using.	Healthcare and Limited Purpose: Available on day 1 Dependent Care: Funds must accumulate before using
Use it or lose it?	No , unused funds roll over from year to year.	Yes , however, a small amount may roll over into the next year. Or, a grace period may apply.
Can you take it with you if you leave the company?	Yes	No

ELIGIBLE EXPENSES BEYOND YOUR PLAN COVERAGE

- Medical
- Dental
- Vision
- Prescription
- Special education
- Seeing eye dog
- And more

For **HSA's, Healthcare and Limited Purpose FSA's** download a full list from the IRS - [Publication 502](#).



For information on **Child and Dependent Care Expenses** download the [IRS Publication 503](#).

