

HSA VS. FSA



There are two key similarities between an HSA and an FSA.

- Both savings accounts help employees save money by contributing pre-tax dollars to an account to pay for healthcare expenses.
- HSAs and FSAs can be used to pay for deductibles, copays, coinsurance, prescriptions and any [qualified medical expense](#) that is not covered by health insurance.

However there are also many important differences that you should understand between an HSA and FSA. Learn more about the differences in the infographic below.

HSA

VS.

FSA

Funds rollover year to year



Must use your funds by end of calendar year (few exceptions)

Can only access amount that has actually been contributed



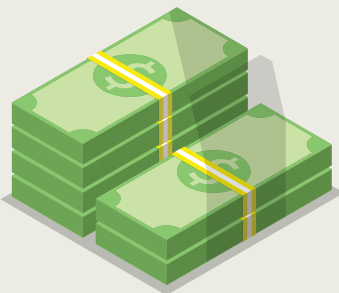
Can access annual contribution amount at beginning of the year

Employee-owned



Employer-owned

Higher contribution limit: \$3850 single and \$7750 family in 2023



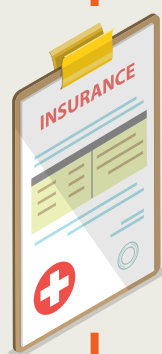
Lower contribution limit: \$2850 in 2022

Can change contribution amount any time



Can only update contribution during open enrollment or change in status

Must be enrolled in a High Deductible Health Plan (HDHP)



Must be offered group healthcare plan—not self employed

Can invest funds once threshold met



Cannot invest funds

Contributions, eligible expenses, and investments are tax free in most states



Contributions and eligible expenses are tax free but funds cannot be invested

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