Your Healthcare Questions Answered:

Health Savings Account (HSA) vs. Flexible Spending Account (FSA)

	HSA	FSA
Which plan qualifies?	High-Deductible Health Plan	PPO Plan
Who contributes?	You and your employer	You (employee)
How much does the employer contribute?	*(Active Employees Only)* Subscriber Only: $500 All Other Levels: $1,000	None
What happens to my contributions at the end of the year?	Unused balance rolls over	Qualified expenses can be incurred up until March 15 the following year. Any remaining balance at the end of the grace period is forfeited.
What if I leave employment with MoDOT or MSHP?	You keep the account and may continue to use the funds for qualified expenses.	Expenses can still be submitted for reimbursement until April 15 of the following year. Expenses must have been incurred during time of employment.
What are the tax benefits?	Triple Tax Advantage: Contributions are tax-deductible. Interest earned is tax-free. Withdrawals for qualified medical expense are tax-free.	Contributions will be taken from your paycheck on a pre-tax basis. Claim reimbursement for qualified medical expenses are tax-free.