

COMPARING HEALTH SPENDING ACCOUNTS FOR 2025



- **STATE & HIGHER EDUCATION EMPLOYEES:** If you are interested in health spending accounts, this chart can help you learn the differences between a health savings account and the various flexible spending accounts available to you. For more information, including how to enroll, visit the ParTners for Health Flexible Benefits webpage at <https://www.tn.gov/partnersforhealth/other-benefits/flexible-benefits.html>.
- **LOCAL EDUCATION & LOCAL GOVERNMENT EMPLOYEES:** You may have access to flexible benefits through your employer. Check with your human resources office for more information.
- **THIS CHART IS INTENDED TO PROVIDE GENERAL INFORMATION. IT IS ONLY A SUMMARY OF THE RULES THAT APPLY AND DOES NOT CONSTITUTE LEGAL OR TAX ADVICE.**

	Health Savings Account, HSA*	Flexible Spending Account, FSA	Limited Purpose Flexible Spending Account, L-FSA	Dependent Care Flexible Spending Account, DC-FSA
Owner	Member enrolled in CDHP	Employer	Employer	Employer
Overview	Member-owned bank account to pay for IRS-qualified, out-of-pocket medical expenses	Tax-advantaged account to pay for IRS-qualified, out-of-pocket medical expenses	Tax-advantaged account to pay for IRS-qualified, out-of-pocket dental/vision expenses ONLY	Tax-advantaged account to pay for IRS-qualified expenses for dependent(s) age 13 or younger or a spouse or dependent incapable of self care
2025 Maximum Contribution	Employee-only coverage: \$4,300 Any family-level coverage: \$8,550 <i>These amounts include employer contributions.</i>	\$3,200	\$3,200	\$2,500 if married and filing a separate tax return; \$5,000 if married and filing a joint return or filing as single or head of household
Who can contribute?	Member, employer, third party (spouse, parent, etc.)	Employee	Employee	Employee
How are funds accessed?	<ul style="list-style-type: none"> • Debit card** • Request for distribution (paper) • Online bill-pay 	<ul style="list-style-type: none"> • Debit card** • Paper claim - request for reimbursement from FSA to linked bank account 	<ul style="list-style-type: none"> • Debit card** • Paper claim - request for reimbursement from L-FSA to linked bank account <i>Dental/vision expenses ONLY</i>	<ul style="list-style-type: none"> • Paper claim - request for reimbursement from DC-FSA to linked bank account <i>Debit card not available</i>
Substantiation of Claims	Member responsible. Should keep explanations of benefits and all receipts in case of IRS audit.	If asked, EOB must be provided to keep debit card active	If asked, EOB from dental/vision insurance plan must be provided to keep debit card active	Member responsible Should keep receipts in case of IRS audit
Tax Benefits	Deposits, earnings and distributions are tax free*** <i>After age 65, funds can be withdrawn for any reason without penalty but will be taxed as income if not used for IRS-qualified medical expenses.</i>	Contributions and claims reimbursements or payments are tax-free	Contributions and claims reimbursements for dental/vision expenses or payments are tax-free	Contributions and claims reimbursements or payments are tax-free
Do unspent funds carry over?	Yes. Funds always belong to the member.	Up to \$640 may be carried over into the next plan year. Any funds greater than \$640 that remain in account on Dec. 31 will be forfeited.	Up to \$640 may be carried over into the next plan year. Any funds greater than \$640 that remain in account on Dec. 31 will be forfeited.	No. Any remaining funds on Dec. 31 are forfeited.
Funds Availability	As funds are withdrawn from paycheck, employer transmits them to claims administrator, and they are typically available on payday	Full annual election available Jan. 1 (or after you enroll for new hires)	Full annual election available Jan. 1 (or after you enroll for new hires)	Funds are available ONLY as they are withdrawn from paycheck. All claims must be for dates of service that have already occurred.
What if I retire or terminate coverage?	You maintain ownership of your HSA and become responsible for the monthly administrative fee if you terminate (fee deducted from account). The plan will pay your monthly administrative fee if you retire and stay enrolled in the CDHP.	If you terminate employment or participation, you have 90 days to file claims. After 90 days, your remaining balance is forfeited.	If you terminate employment or participation, you have 90 days to file claims. After 90 days, your remaining balance is forfeited.	If employment is terminated during the year, period of coverage ends on employment termination date. Expenses incurred during period of coverage can be submitted until 90 days after termination date.
Can you have with CDHP/PPO?	Yes/No	No/Yes	Yes/No	Yes/Yes

* Only for members enrolled in CDHP and only certain other health plan coverage is permissible, including dental, vision, accident, disability, long-term care, worker's compensation, specific disease or illness, fixed dollar hospitalization, certain deductible plans.

**HSA debit card restricted to IRC § 213(d).

***HSA distributions for purposes other than IRS-qualified medical expenses defined in IRC § 213(d) may be subject to income and penalty taxes.