



## Maine Endwell CSD: HSA vs. HRA

Features	Health Savings Account (HSA)	Health Reimbursement Account (HRA)
<b>Account Owner</b>	Owned and controlled by the employee.	Owned by Maine Endwell CSD, controlled by the employee.
<b>Administrator</b>	BRI (Benefit Resources) administers the account. Details and balances can be found by logging into the employee portal on the BRI website.	BRI (Benefit Resources) administers the account. Details and balances can be found by logging into the employee portal on the BRI website.
<b>Insurance Requirements</b>	Must be enrolled in the Maine Endwell CSD High Deductible Health Plan (HDHP).	Must be enrolled in the Maine Endwell CSD High Deductible Health Plan (HDHP).
<b>Funding of the Account</b>	Quarterly installments beginning January 1st of \$875/\$1,750 (Single/Family) from the district totaling \$3,500/\$7,000. The full \$3,500/\$7,000 would be available on day-1 of plan year if needed through the HSA Bridge advance funding feature.	\$3,500/\$7,000 (Single/Family) are available for use throughout the year.
<b>Annual Rollover</b>	Yes, all unused funds remain in your account. If you lose eligible insurance coverage or change employment, the funds go with you.	Yes, all unused funds rollover annually after the runout period. If you lose eligible insurance coverage or change employment, the funds go with you.
<b>Intended Use</b>	Funding the entire in-network deductible for all members covered under the HDHP (Employee and/or spouse and dependents).	Funding the entire in-network deductible for all members covered under the HDHP (Employee and/or spouse and dependents).
<b>Eligible Expenses</b>	All IRS 213(d) expenses are eligible. Out of pocket expenses for medical, pharmacy, dental, vision and certain over-the-counter items are considered eligible. A full list of expenses is available at the BRI website.	All IRS 213(d) expenses are eligible. Out of pocket expenses for medical, pharmacy, dental, vision and certain over-the-counter items are considered eligible. A full list of expenses is available at the BRI website.
<b>Investment Opportunities</b>	Yes, HSA accounts with a balance over \$1,000 are eligible for investment. Information on investment is available on the BRI website.	No.
<b>Limits on when services are eligible and must be reimbursed</b>	Expenses that are eligible can be withdrawn any time after the HSA has been funded.	Services that occur during the calendar year must be submitted for reimbursement within 90 days following the end of the year.