



HSA (Health Savings Account) vs. Health FSAs (Flexible Spending Accounts)

Mauser offers tax-advantaged accounts for qualified out-of-pocket health care expenses. Contributions are tax-free – not subject to payroll taxes. Depending on which medical plan you’re enrolled in, you can enroll in at least one account option.

	HSA Account	Health Care FSA Account	Limited-Purpose FSA Account*
Who is eligible?	Employees enrolled in a HDHP (cannot be enrolled in Medicare)	Employees enrolled in a PPO	Employees enrolled in a HDHP
Who can contribute?	Employee & Employer	Employee only	Employee only
Maximum contribution amount for 2023?	\$3,850 individual / \$7,750 family (additional \$1,000 if over age 55)	\$3,050	\$3,050
How are funds contributed?	Pre-tax from your paycheck (potential for additional contributions from Mauser)	Pre-tax from your paycheck	Pre-tax from your paycheck
What can funds be spent on?	Qualified out-of-pocket expenses (deductible, prescriptions, dental/vision care, etc.)	Qualified out-of-pocket expenses (copays, deductible, prescriptions, dental/vision care, etc.)	Qualified out-of-pocket expenses for dental/vision care only
How are funds spent?	Debit card or reimbursement	Debit card or reimbursement	Debit card or reimbursement
Does the account earn interest?	Yes	No	No
Do funds roll over year-to-year?	Yes – use for current or future expenses	No – subject to “use it or lose it” rule (must enroll annually)	No – subject to “use it or lose it” rule (must enroll annually)
Is the account portable if you change jobs?	Yes – it is a bank account	No	No
Can I make changes to contribution amounts?	Yes, contributions can be changed at any time	No, cannot be changed unless you experience a qualifying life event (QLE)	No, cannot be changed unless you experience a qualifying life event (QLE)

*Limited purpose FSA is **NEW for 2024!**