

Tax-Advantage Account Comparison Chart

Feature	HCFSA	HRA	HSA	DCFSA	
Which medical plan must I elect to participate?	<ul style="list-style-type: none"> ➤ No coverage ➤ OAP 	<ul style="list-style-type: none"> ➤ CCF ➤ HDHP with HRA 	<ul style="list-style-type: none"> ➤ CCF ➤ HDHP with HRA 	<ul style="list-style-type: none"> ➤ HDHP with HSA 	N/A - not affiliated with a medical plan.
Can I use Dartmouth Health Connect?	Yes	Yes	Not while actively contributing to an HSA.	N/A - this benefit does not affect your ability to use Dartmouth Health Connect.	
Who administers the plan?	WageWorks (formerly Crosby Benefits)	Cigna	Fidelity	WageWorks (formerly Crosby Benefits)	
Who may contribute to the account?	You, Dartmouth or both.	Solely funded by Dartmouth.	You, Dartmouth or both. In addition, a third party can contribute on your behalf.	Solely funded by you.	
What is the annual Dartmouth contribution?	** Eligible employees may receive a contribution of up to \$250. Amount is pro-rated based on date of hire and FTE.	Individual maximum: \$500 Family of two or more: \$1,000 Amount is pro-rated based on date of hire.	Individual maximum: \$500 Family of two or more: \$1,000 Amount is pro-rated based on date of hire.	N/A - Dartmouth does not contribute to this plan.	
What is the maximum I can contribute?	\$2,600	Employees do not contribute to this plan.	Individual maximum: \$3,450 Family of two or more: \$6,900 Age 55+: Additional \$1,000	\$5,000 per year, per household.	
Can my Dartmouth contribution change mid-year?	No	Yes, if you add or drop dependents, switching between individual coverage and a family of two or more.	No	N/A - Dartmouth does not contribute to this plan.	
Can I change my contribution mid-year?	Only during certain mid-year qualifying life status change.	N/A	Yes, as long as you do not change your annual election to an amount less than what you have contributed year to date.	Yes, if you have a life status change that effects your costs.	
What is the tax treatment of the contributions?	You pay no federal, social security or state taxes. Dartmouth pays no FICA, Federal or state unemployment taxes.	Dartmouth contributions are excluded from your gross income.	* Your contributions are tax deductible. Dartmouth contributions are excluded from gross income and not subject to employment taxes (e.g. FICA).	You pay no federal, social security or state taxes.	
Can funds be carried over from one year to the next?	You can carry over up to \$500 into the 2018 plan year.***	Yes, unused amounts can carry into the next year if you remain on the same medical plan.	Yes, HSA funds can be carried over indefinitely during your lifetime regardless of the plan you pick the following year.	No, you must incur the full account balance by March 15th of the following year and submit no later than March 31st.	
Can I take my funds with me if I leave Dartmouth?	No, unused HCFSA balances are forfeited if you leave or change jobs. COBRA regulations also apply.	No, unused HRA balances are forfeited if you leave or change jobs. COBRA regulations also apply.	Yes, you may take funds with you when you leave or change jobs.	No, you must spend your contributed balance prior to leaving or you will forfeit funds.	
Does interest accrue on funds deposited in the account?	No	No	Yes, interest and investment income accrue tax-free.	No	
Which expenses are eligible?	Those allowed by section 213(d) of the Internal Revenue Code.	Only those which require you to pay a deductible or coinsurance. The HRA does not cover copays, dental or vision expenses.	Includes those allowed by section 213(d) of the Internal Revenue Code. Funds used for ineligible purposes are taxed as income and incur a penalty; no penalty after age 65.	Child care, nanny services, summer day camps, adult day centers for aging parents, nursing care for incapacitated or handicapped dependents, etc.	

Product availability may vary by location and plan type and is subject to change. All group health insurance policies and health benefit plans contain exclusions and limitations. For rates and complete details of coverage, visit dartgo.org/benefits

* HSA contributions and earnings are not subject to federal taxes and not subject to state taxes in most states. A few states do not allow pre-tax treatment of contributions or earnings.

Contact your tax advisor for details on your specific location.

** Non-Exempt and Faculty, or Exempt Staff making \$60,000 per year or less, are eligible to receive the HCFSA employer contribution when electing the OAP plan or no coverage. SEIU Employees should refer to their union contract. Amount is prorated based on hire date and FTE.

*** If you elect HDHP with HSA for the 2018 plan year, you may only access carry-over dollars for expenses incurred in the 2017 plan year.