

HRA vs. HSA Employee Cost Comparison

Peru Elementary School District 124

	Max Insurance Use		No Insurance Use	
	HRA	HSA	HRA	HSA
Employee				
Annual Premium Contributions	1,920	1,680	1,920	1,680
Plan Deductible	1,500	2,800	-	-
Out of Pocket After Deductible	2,000	-	-	-
District HRA Reimbursement	(1,000)	-	-	-
District HSA Contribution*	-	(750)	-	(750)
Max Annual Employee Cost	4,420	3,730	1,920	930
Savings Using HSA Plan	-	690	-	990
Employee + Child				
Annual Premium Contributions	4,980	4,260	4,980	4,260
Plan Deductible	4,500	5,600	-	-
Out of Pocket After Deductible	6,000	-	-	-
District HRA Reimbursement	(3,000)	-	-	-
District HSA Contribution*	-	(1,250)	-	(1,250)
Max Annual Employee Cost	12,480	8,610	4,980	3,010
Savings Using HSA Plan	-	3,870	-	1,970
Employee + Spouse				
Annual Premium Contributions	9,900	8,640	9,900	8,640
Plan Deductible	3,000	5,600	-	-
Out of Pocket After Deductible	4,000	-	-	-
District HRA Reimbursement	(2,000)	-	-	-
District HSA Contribution*	-	(1,250)	-	(1,250)
Max Annual Employee Cost	14,900	12,990	9,900	7,390
Savings Using HSA Plan	-	1,910	-	2,510

*Years two on are shown for the district HSA contribution. First year is double amount shown.

~Employees on the HRA must incur \$500+ in expenses before district reimbursement, versus the HSA which the employee must incur \$750+ in expenses before experiencing any out of pocket cost due to the up front district contribution.

~HSA contributions from the district are deposited and grow tax free, and individual employee contributions are both made and withdrawn tax free up to limits established by the IRS.