

## Tax-Favored Accounts Comparison Chart

	Medical Reimbursement Account (MRA)	Limited Purpose Medical Reimbursement Account (LPMRA)	Dependent Care Reimbursement Account (DCRA)	Health Savings Account (HSA)
<b>How It Works</b>	You contribute pretax money to the account through payroll deductions. <ul style="list-style-type: none"> <li>Use the myMRA card; or</li> <li>Pay out of pocket for medical expenses; then submit claims and get reimbursed for eligible expenses.</li> </ul>	You contribute pretax money to the account through payroll deductions. <ul style="list-style-type: none"> <li>Use the myMRA card; or</li> <li>Pay out of pocket for medical expenses; then submit claims and get reimbursed for eligible expenses.</li> </ul>	You contribute pretax money to the account through payroll deductions. <ul style="list-style-type: none"> <li>Pay out of pocket for dependent care services; then submit claims and the state will reimburse you for eligible expenses.</li> </ul>	The state contributes pretax money to the account. You can, too. <p>Pay for health care expenses from the account at the time of service or purchase.</p>
<b>State Contribution</b>	No	No	No	Yes—if you open an HSA bank account at Tallahassee State Bank: <ul style="list-style-type: none"> <li>\$41.66/month for individual coverage (up to \$500/year)</li> <li>\$83.33/month for family coverage (up to \$1,000/year)</li> </ul>
<b>Employee Contribution Limit</b>	Yes \$60 minimum/year \$2,500 maximum/year	Yes \$60 minimum/year \$2,500 maximum/year	Yes \$60 minimum/year \$5,000 maximum/year/ household	Yes \$3,250/year individual coverage \$6,450/year family coverage (Limit includes the state contribution.)
<b>Health Plan</b>	Standard	Health Investor (high-deductible)	N/A	Health Investor (high-deductible)
<b>Enroll in Another Tax-Favored Account</b>	Yes – DCRA	Yes – HSA and DCRA	Yes – MRA or HSA and LPMRA	Yes – LPMRA and DCRA
<b>Payment Card Available</b>	Yes – myMRA card	Yes – myMRA card	No	Yes – from Tallahassee State Bank
<b>Money Available</b>	The lump sum of your annual deduction is available January 1 (for Open Enrollment) or on the date you enroll (if you are a new-hire or have QSC event).	The lump sum of your annual deduction is available January 1 (for Open Enrollment) or on the date you enroll (if you are a new-hire or have QSC event).	As it is deducted from your paycheck.	As it is deposited into your HSA bank account at Tallahassee State Bank.
<b>Deadline to Use Funds</b>	Yes—grace period to use funds ends March 15 and you must submit all claims by April 15 of the next plan year; otherwise, you forfeit any money left in your account.	Yes—grace period to use funds ends March 15 and you must submit all claims by April 15 of the next plan year; otherwise, you forfeit any money left in your account.	Yes—grace period to use funds ends March 15 and you must submit all claims by April 15 of the next plan year; otherwise, you forfeit any money left in your account.	No—the HSA works just like a savings account. The balance rolls over from year to year and you can take it with you if you leave state employment.
<b>How to Enroll</b>	<ol style="list-style-type: none"> <li>Enroll online through <a href="#">People First</a>. Complete the Dependent Certification process, then select “Change” or “Add” in the “Make a Change” column for the plan type.</li> <li>Enter in the Annual Amount and click the “Select” button.</li> <li>Enter your Password and select the “Complete Enrollment” button.</li> </ol> <p>Once you enter an amount you can only change during Open Enrollment or with a QSC event.</p>	<ol style="list-style-type: none"> <li>Enroll online through <a href="#">People First</a>. Complete the Dependent Certification process, then select “Change” or “Add” in the “Make a Change” column for the plan type.</li> <li>Enter in the Annual Amount and click the “Select” button.</li> <li>Enter your Password and select the “Complete Enrollment” button.</li> </ol> <p>Once you enter an amount you can only change during Open Enrollment or with a QSC event.</p>	<ol style="list-style-type: none"> <li>Enroll online through <a href="#">People First</a>. Complete the Dependent Certification process, then select “Change” or “Add” in the “Make a Change” column for the plan type.</li> <li>Enter in the Annual Amount and click the “Select” button.</li> <li>Enter your Password and select the “Complete Enrollment” button.</li> </ol> <p>Once you enter an amount you can only change during Open Enrollment or with a QSC event.</p>	<ol style="list-style-type: none"> <li>Enroll online through <a href="#">People First</a>. Complete the Dependent Certification process, then select Click the Flex Spend Acct tab.</li> <li>Enter your annual contribution amount, if any. You can change this amount at any time. (The state contribution is automatic unless you waive it or fail to open your HSA account.)</li> <li>Review Change Summary tab and click Complete Enrollment.</li> <li>Open an HSA bank account at Tallahassee State Bank.</li> </ol>