**CDHP (Values for 2017-FSA not out)**

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| **ACRONYM** | **FULL NAME** | **DESCRIPTION** | **RESTRICTIONS** | **WHO CONTROLS IT?** |
| HDHP | High deductible health plan | Health insurance with low premiums and high deductibles (2016)  Minimum = $1,300 single; $2,600 family  Maximum = $6,550 single; $13,100 family  Cheapest premiums  Only form of CDHP that is insurance (AKA catastrophic insurance) | None | Employer & Employee searches for low cost, high quality services |
| HSA | Health Savings account | Account funded with pre-tax dollars.  Provides way to pay for OOP expenses  Maximum = $3,400 individual; $6,800 family | Must be coupled with a HDHP  Non-medical = withdrawal 20% penalty | Rolled over and kept w/employee |
| MSA | Medical Savings Account | Tax-deferred deposits  Withdrawals tax free | Coupled with HDHP  Cannot be established after 2007 = replaced with HSA | Employee (roll-over or withdraw as income) |
| Why MSA versus HSA?  MSA = self-employed or small businesses; HSA = open to everyone  MSA = employer or employee; HSA = both | | | | |
| FSA | Flexible spending account | Account funded with pre-tax dollars (2016)  Maximum = $2,550  Get a card and/or submit receipt | Only certain medical expenses will be covered  Use it or lose it within a year | Employer owns it = can withdraw all before end of year |
| HRA | Health Reimbursement account | Reimburses employees for OOP and premiums  Employee uses funds | Funded solely by employer | Employer owns it |
| N/A | Defined contribution plan | Similar to a 401K  Employer puts in a defined amount of money  Employer set it up | None – just have to be medical expense | Employer owns it |