

2019 and 2020 HRA comparison chart

There are four currently compliant health reimbursement arrangements (HRAs) and two that will be newly available in 2020. These HRAs are similar in structure, but there are several logistical and regulatory differences that may mean one HRA is better suited for your business than another.

This chart will help you compare all important details among HRAs.

For more information on HRAs, visit our [HRA topic page](#).

	QSEHRA	Group-coverage HRA	One-person stand-alone HRA	Retiree HRA	ICHRA (available 2020)	Excepted-benefit HRA (available 2020)
Business size restrictions	Available only to businesses with fewer than 50 full-time employees.	None.	None, though the HRA may only cover one employee.	None.	None.	None.
Group coverage requirements	Businesses cannot offer group coverage.	Businesses must offer group coverage.	None.	None.	Businesses can offer group coverage, but they cannot offer employees in the same class a choice between the HRA and group coverage.	Businesses must offer group coverage.
Employee eligibility guidelines	All full-time employees are automatically eligible. The business may choose to include part-time employees as well.	Only available to employees also covered by the business's group health insurance policy.	Eligibility guidelines must be structured so that only one employee is eligible.	Only available to retired employees.	Eligibility guidelines may be structured according to 11 specified employee classes and may need to meet minimum size standards.	Available to all employees regardless of whether they're enrolled in the business's group health insurance policy.
Annual contribution caps	\$5,150 per single employee and \$10,450 per employee with a family in 2019.	None.	None.	None.	None.	\$1,800 per employee in 2020.

	QSEHRA	Group-coverage HRA	One-person stand-alone HRA	Retiree HRA	ICHRA (available 2020)	Excepted-benefit HRA (available 2020)
Contribution guidelines	Businesses can offer different allowance amounts based on employees' age and family size.	Businesses can offer different allowance amounts to different employees based on legitimate job criteria.	N/A.	Businesses can offer different allowance amounts to different employees based on legitimate job criteria.	Businesses can offer different allowances to different employees according to 11 employee classes, as well as age and family size.	Businesses can offer different allowance amounts to different employees based on legitimate job criteria.
Rollover guidelines	Can roll over month to month—and year to year too, though total QSEHRA reimbursements can't exceed that year's maximum allowance amounts.	Can roll over month to month and year to year.	Can roll over month to month and year to year.	Can roll over month to month and year to year.	Can roll over month to month and year to year.	Can roll over month to month and year to year, and any rollover amounts won't count toward that year's maximum.
Premium tax credit guidelines	Individuals participating in the HRA are still eligible for premium tax credits, but the amount of the credit is reduced dollar-for-dollar by the amount of the HRA allowance.	N/A.	None.	None.	Participants in the HRA aren't eligible for premium tax credits, but employees can waive the HRA and collect credits if their HRA allowance is considered unaffordable.	N/A.

	QSEHRA	Group-coverage HRA	One-person stand-alone HRA	Retiree HRA	ICHRA (available 2020)	Excepted-benefit HRA (available 2020)
Treatment of employees with spouse's group coverage	Employees with spouse's group coverage can participate on a tax-free basis, but can't have group premium payments reimbursed.	Employees with spouse's group coverage cannot participate.	Employees with spouse's group coverage can participate.	Employees with spouse's group coverage can participate.	Employees with spouse's group coverage cannot participate.	Employees with spouse's group coverage can participate on a tax-free basis, but can't have group premium payments reimbursed.
Treatment of employees without MEC	Employees without MEC can participate but will receive reimbursements on a taxable basis.	Employees without MEC cannot participate.	Employees without MEC cannot participate.	Employees without MEC cannot participate.	MEC doesn't factor into employees' eligibility. However, employees must have individual coverage—which is almost always considered MEC—to participate.	Employees without MEC can participate.
Medical expenses available for reimbursement	Any or all items listed in IRS Publication 502.	Any or all items listed in IRS Publication 502 with the exception of individual insurance premiums, including Medicare.	Any or all items listed in IRS Publication 502.	Any or all items listed in IRS Publication 502.	Any or all items listed in IRS Publication 502.	Any excepted benefit, as well as some specified non-excepted-benefit expenses.