Feature	FSA (Flexible Spending Account)	HSA (Health Savings Account)
Who can use it?	Anyone whose employer offers it	Only people with a qualified high-deductible health plan (HDHP)
Do funds roll over?	Usually no (some plans allow a small rollover or grace period)	Yes, funds roll over year to year
Can you invest the money?	No	Yes, once you reach a certain balance
Is it portable?	No, it’s tied to your employer	Yes, it’s yours even if you change jobs
Contribution limits (2026)	Up to $3,400	Up to $4,400 for individuals, $8,750 for families