

ICHRA vs QSEHRA Comparison Chart

	QSEHRA	ICHRA
Employer Size	Small employers, less than 50 employees	All employers
Group Coverage Compatibility	QSEHRA cannot be offered with a group health plan.	Employers may offer group coverage and an HRA to different classes, employees must not have the option to choose between the two.
Plan Design Flexibility	<p>Employee Eligibility: All full-time employees are automatically provided coverage. Employers can choose to exclude part-time, seasonal, or employees under the age of 26.</p> <p>Benefit Allowance: Contributions must be the same for all classes but can vary based on age and number of dependents.</p>	<p>Employee Eligibility: Employer can choose eligibility from 11 predefined classes of employees. Class size requirements will apply if also offering group coverage.</p> <p>Benefit Allowance: Contributions may vary by class, age and number of dependents.</p>
Annual Contribution and reimbursement limits	<p>2021 limits Single: \$5,300, or \$441.67 monthly Family: \$10,700, or \$891.67 monthly</p>	None
Rollover Guidelines	Reimbursements cannot exceed IRS maximum allowance amounts, but monthly and annual rollover is allowed.	Allows for monthly and annual rollover.
Premium Tax Credit Impact	Employees participating in the HRA are eligible for premium tax credits, but the tax credit is reduced by the amount of the HRA allowance.	Employees offered the HRA, can waive the HRA and collect credits if their HRA allowance is considered unaffordable. They cannot have both.
Employees with spouse's group coverage	Employees with spouse's group coverage can receive post-tax contributions from the HRA for premium reimbursement and pre-tax reimbursement for eligible medical expenses.	Employees with spouse's group coverage are not eligible for reimbursement from the HRA.
Health Insurance Requirements	Employees must have Minimum Essential Coverage (MEC) to qualify for reimbursements.	Employees must have individual or family coverage purchased on or off the exchange to participate.
Reimbursable qualified medical expenses	If the employer allows any or all items listed in IRS Publication 502 are eligible.	If the employer allows any or all items listed in IRS Publication 502 are eligible.
Watch ICHRA vs QSEHRA Video	Watch QSEHRA Video	Watch ICHRA Video