Human Energy. Yours.™

What's the Difference?

How the Health Care Spending Account (HCSA) and a health savings account (HSA) are different.

Your Health.

The Health Care Spending Account (HCSA) — a flexible spending account — and a health savings account (HSA) both allow you to save money to pay for qualified health care expenses, but these are two very different types of health accounts. The differences are important to understand.

Health Care Spending Account (HCSA)	Health Savings Account (HSA)
A benefit plan offered as part of your total Chevron benefits package.	A personal account separate from your Chevron benefits.
If you are enrolled in the Chevron High Deductible Health Plan (HDHP), you can't enroll in the HCSA.	To open and contribute to an HSA, you must be enrolled in a high deductible health plan. Also, remember, you cannot be enrolled in the HCSA for the current year either.
If you are eligible for Chevron's health benefits, you're eligible to participate in the HCSA (as long as you aren't enrolled in the HDHP or another high deductible health plan.)	There are strict eligibility rules and restrictions to open and contribute to an HSA; not everyone will be eligible.
The money you contribute must be spent by December 31 and you have until June 30 of the following year to submit claims for qualified expenses. After that, any unspent and unclaimed money will be forfeited.	Any money you contribute is yours. It rolls over from year to year and you can use it to pay for qualified health care expenses now or at any time in the future. You can reimburse yourself at any time.
If you retire or leave Chevron, your HCSA will *not* go with you.	If you retire or leave Chevron to work for another employer, you can take your HSA with you.
You must re-enroll every year during open enrollment.	You need to open the account only once; there is no re-enrollment requirement. As long as you are eligible to make contributions, you can start or stop them at any time.