

Table 6. High deductible health plans:¹ Summary of selected tax-favored accounts,² private industry workers, National Compensation Survey, 2014

(All workers participating in high deductible health plans = 100 percent)

Characteristics	Health savings account ³	Health reimbursement arrangement ⁴	Flexible spending account ⁵
Worker characteristics			
All workers	42	22	47
Management, professional, and related	46	21	56
Management, business, and financial	44	14	47
Professional and related	48	26	62
Service	36	21	39
Sales and office	41	26	47
Sales and related	34	39	35
Office and administrative support	44	20	52
Natural resources, construction, and maintenance	32	12	29
Installation, maintenance, and repair	35	16	34
Production, transportation, and material moving	45	22	43
Production	49	18	53
Transportation and material moving	37	29	26
Full time	43	21	48
Part time	29	48	29
Union	56	–	–
Nonunion	42	22	47
Average wage within the following categories ⁶ :			
Lowest 25 percent	28	30	–
Second 25 percent	39	25	46
Third 25 percent	45	15	48
Highest 25 percent	48	23	54
Highest 10 percent	51	19	51
Establishment characteristics			
Goods-producing industries	42	16	46
Construction	20	–	–
Manufacturing	47	19	49
Service-providing industries	42	24	47
Trade, transportation, and utilities	38	36	26
Wholesale trade	47	19	41
Retail trade	30	50	21
Financial activities	–	18	75
Finance and insurance	–	19	81

See footnotes at end of table.

Table 6. High deductible health plans:¹ Summary of selected tax-favored accounts,² private industry workers, National Compensation Survey, 2014—continued

(All workers participating in high deductible health plans = 100 percent)

Characteristics	Health savings account ³	Health reimbursement arrangement ⁴	Flexible spending account ⁵
Credit intermediation and related activities ..	–	22	88
Insurance carriers and related activities	72	14	78
Professional and business services	56	21	50
Professional and technical services	59	–	44
Education and health services	25	–	66
Educational services	43	–	53
Junior colleges, colleges, and universities ...	51	21	67
Health care and social assistance	24	–	67
1 to 99 workers	36	18	36
1 to 49 workers	35	18	31
50 to 99 workers	39	18	49
100 workers or more	48	27	58
100 to 499 workers	47	28	51
500 workers or more	52	24	72
Geographic areas			
Northeast	43	31	40
Middle Atlantic	47	24	40
South	38	22	48
South Atlantic	42	21	44
East South Central	48	20	46
West South Central	29	23	53
Midwest	43	20	53
East North Central	39	–	–
West North Central	53	17	57
West	48	20	39
Mountain	41	23	46
Pacific	51	19	36

¹ A high deductible health plan (HDHP) is a health plan which typically has a higher deductible and lower premium than a traditional health plan. An individual plan must have a minimum deductible of \$1,250 to be classified as a HDHP. Normally the plan includes catastrophic coverage to protect against large medical expenses, but the insured is responsible for routine out-of-pocket expenses.

² The sum of the columns may not equal 100 since workers may participate in more than one tax-favored account.

³ Health savings accounts (HSA) are used in combination with high deductible health plans to pay for current and future medical expenses. HSAs are controlled by the employee, although both employees and employers may contribute to the account. Accounts can accumulate tax-deferred interest.

⁴ Health reimbursement arrangements (HRAs) are funded solely by the employer to reimburse employees for any qualified medical expenses. HRAs may be offered with any medical plan.

⁵ Flexible spending accounts (FSAs) allow an employee to set aside a portion of earnings to pay for qualified medical expenses. Money is deducted from an employee's earnings and is not subject to payroll taxes. Any funds not used by the end of the plan year are forfeited by the employee.

⁶ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2014."

Note: Dashes indicate that no data were reported or that data do not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20142015.htm.