



HRA comparison chart

See how the QSEHRA, ICHRA, and
GCHRA compare



PeopleKeep offers three types of health reimbursement arrangements (HRAs) to employers, including:

- [Qualified small employer HRA \(QSEHRA\)](#)
- [Individual coverage HRA \(ICHRA\)](#)
- [Group coverage HRA \(GCHRA\)](#)

These HRAs all allow employers to reimburse employees for medical expenses, but are designed to meet different needs.

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

	QSEHRA	ICHRA	GCHRA
Business size restrictions	Available only to employers with fewer than 50 full-time equivalent employees (FTEs).	None.	None.
Group coverage requirements	Employers can't offer group health insurance AND a QSEHRA.	Employers can offer group coverage, but they can't 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 W-2 employees are automatically eligible. Employers can choose to include part-time W-2 employees as well.	The employer can specify eligibility guidelines for specific classes of employees. These classes may need to meet minimum size standards.	Only available to employees also covered by the organization's group health insurance policy.

	QSEHRA	ICHRA	GCHRA
Annual contribution caps	Employers can offer a maximum of \$6,350 per single employee and \$12,800 per employee with a family in 2025.	None.	None.
Allowance customization	Businesses can offer different allowance amounts based on employees' age and family size.	Employers can offer different allowances to different employees according to 11 employee classes, as well as age and family size. With PeopleKeep, you can offer full-time, part-time, salaried, non-salaried, seasonal, and state-based classes.	Businesses can offer different allowance amounts to different employees based on legitimate job-based criteria.
Rollover guidelines	A QSEHRA can roll over month-to-month and year-to-year, though total QSEHRA reimbursements can't exceed that year's maximum allowance amounts. PeopleKeep supports month-to-month rollovers but not annual rollovers.	An ICHRA can roll over month-to-month and year-to-year. PeopleKeep supports month-to-month rollovers but not annual rollovers.	A GCHRA can roll over month-to-month and year-to-year. PeopleKeep supports month-to-month rollovers but not annual rollovers.

	QSEHRA	ICHRA	GCHRA
Premium tax credit guidelines	<p>Individuals participating in the QSEHRA may still be eligible for premium tax credits depending on affordability. If an employee's allowance is considered unaffordable, they can collect their tax credits.</p> <p>The amount of the credit is reduced dollar-for-dollar by the amount of the QSEHRA allowance.</p>	Employees you offer an ICHRA to aren't eligible for premium tax credits. Employees can waive the ICHRA and collect credits if their ICHRA allowance is considered unaffordable.	N/A - Group health plans aren't eligible for premium tax credits.
Treatment of employees with spouse's group coverage	Employees with their 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 can't participate.	Employees with spouse's group coverage can't participate.
Treatment of employees without MEC	Employees without MEC can participate but reimbursements for all expenses will be taxable.	Employees must have individual coverage with MEC to participate.	Employees without MEC can't participate.
Medical expenses available for reimbursement	Any or all items listed in IRS Publication 502, including individual health insurance premiums.	Any or all items listed in IRS Publication 502, including individual health insurance premiums.	Any or all items listed in IRS Publication 502, excluding insurance premiums.

Do you know which HRA fits your organization's needs best?

Watch a demo today to see PeopleKeep's HRA administration software in action.

QSEHRA

For employers with
1-49 employees

[WATCH DEMO](#)

ICHRA

For employers of
all sizes

[WATCH DEMO](#)

GCHRA

For employers offering
group health insurance

[WATCH DEMO](#)





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