Comparison chart – HSA/FSA/HRA plans

Updated with 2027 information

	HSA	FSA	HRA
Small employers (1-50)	Yes	Yes – Blue Cross will offer only to groups 5+.	Yes – Group of 1: Employee not owner, see self-employed.
Large employers (51+)	Yes	Yes	Yes
Self employed or individuals	Yes	No	No
Contributions	For 2027: $4,500 for self-only HDHP $9,000 for family HDHP $1,000 catch up provisions for age 55 and older.	$3,400 contribution limit; employer can set limit.*	No IRS limit; employer can set limit.
Use it or lose it?	No	At employer discretion, members may carry over up to the IRS-indexed maximum carryover amount (generally 20% of the annual FSA maximum contribution limit) into the next Plan Year. Otherwise, it is use it or lose it.	At employer discretion, unused amounts may roll over to future plan years.
Can salary reduction be used to fund?	Yes – doesn't have to be.	Yes – doesn't have to be.	No
Ownership	Employee	Employer	Employer
Interest accumulation?	Yes	No	No
Non-medical use?	Yes, with tax and penalty.	No	No
Substantiation of expenses?	Not unless requested by IRS.	Yes	Yes
Discrimination test?	Yes, if offered through a Section 125 cafeteria plan. Otherwise, employer must make comparable contribution to all similarly situated employees.	Yes	Employer must make comparable contribution to all similarly situated employees.
Funded?	Yes	Employer bookkeeping account	Employer bookkeeping account
High deductible minimum plan required?	For 2027: Annual deductible not less than $1,750 individual/$3,500 family.	No	No
High deductible max out-of-pocket (not premiums)	For 2027: Maximum of $8,700 individual/$17,400 family.	Not applicable	Not applicable
Subject to COBRA?	No, employee can withdraw until funds depleted.	Yes, for underspent health accounts where continued contributions would yield additional reimbursable benefits.	Yes

*2026 amounts shown. 2027 amounts to be updated when available.

Disclaimer: This information is provided for general educational purposes only and should not be relied upon as legal or tax advice. Readers should consult their own professional advisors regarding the application of the law to their specific circumstances.

BlueCross BlueShield Kansas

	HSA	FSA	HRA
Account retained by employee upon termination?	Yes, employee retains ownership after termination.	No. The account is retained by employer but employee has access for services prior to termination.	Yes, if employee is set up on COBRA.
Coordination with other accounts	HSA will reimburse medical expenses until HDHP deductible met. Until then, FSA limited to vision, dental and preventive care. After deductible satisfied, FSA will reimburse all 213d expenses.	May be coordinated with HRA. For coordination of HSA/FSA, see HSA.	May be coordinated with FSA.
Trust required?	Yes	No	No
Reimburse premiums?	Continuation/COBRA coverage, LTC or while unemployed, Medicare but not Medicare Supplement.	No	COBRA only.
Tax treatment contributions	Contributions excludable (pre-tax) or deductible (post-tax) by employee. Employer excludes from gross income and pays no FICA only in pre-tax situation.	Excludable by employee.	Excludable by employee.
Tax treatment distributions	Distribution for qualified medical expenses is not taxable. Distribution for non-qualified expenses is taxable and subject to penalty.	Distribution for qualified medical expenses is not taxable.	Distribution for qualified medical expenses is not taxable.
Offer through Section 125 cafeteria plan?	Can be offered through cafeteria plan or not.	Yes	No
Availability of full benefits throughout the year?	Limited to current accumulated contributions.	Yes	Yes
When contributions are made	Any time prior to filing income tax for the applicable year.	By pay period throughout the year.	As stated by HRA plan.
Deductible carryover?	No – HDHP	Not applicable	Yes
Mandated nervous and mental benefits?	No – HDHP	Not applicable	Yes
Deductible credit at status change?	Yes – HDHP	Not applicable	Yes
Deductible credit at enroll from commercial?	No – HDHP	Not applicable	Yes, according to current guidelines.
Does standard high/low underwriting apply?	No	Not applicable	Yes
Grace period and runout period	Not applicable	If the employer does not allow carry over, grace period up to 2.5 months; runout not to exceed 90 days.	Not applicable