

Employee FAQ: Health Reimbursement Accounts (HRAs)

What is an HRA?

An HRA is designed to cover your out-of-pocket expenses that aren't covered by your health plan.

How do I contribute money to my HRA?

You don't! Your employer fully funds the account.

Who is eligible under an HRA?

An HRA covers eligible expenses for you and, typically, your covered dependents. Eligibility rules may vary based on your employer's plan.

Can I still deduct health care expenses on my tax return?

Yes, but not the same expenses for which you have already been reimbursed from your HRA.

What expenses are eligible for reimbursement?

Health plan co-pays, deductibles, co-insurance, eyeglasses, dental care, and certain medical supplies, are covered. Depending on your employer's specific rules, premiums may be covered as well. Review the full list of eligible expenses on the website.

How do I determine the date my expenses were incurred?

Expenses are incurred at the time the medical care was provided, not when you are invoiced or pay the bill.

How do I get the funds out of my HRA?

If you have a Smart-Choice Card, simply swipe it at the register. Otherwise, just file a claim including the receipt documenting the type, amount and date. Once approved, your reimbursement check will be mailed or deposited into your bank account.

What happens if I don't spend all of my HRA by the end of the plan year?

You can use the money in your account to pay for eligible health care expenses during the plan year. If you don't use all of the money in your account, you will lose it at the end of the plan year.

What happens to my HRA if my employment is terminated?

Participation in your HRA is also terminated. This means that only expenses that were incurred prior to your termination date are eligible for reimbursement.

What is the deadline for submitting claims?

You can submit claims for reimbursement at any time during the same plan year that you incur the expense. You may also have a claims run-out period at the end of the plan year. Visit your benefits website for more details.

Are over-the-counter (OTC) medications eligible for reimbursement?

Yes, select over the counter medications are eligible for reimbursement. You can view eligible expenses online.

What is a Letter of Medical Necessity?

The IRS mandates that eligible expenses be primarily for the diagnosis, treatment or prevention of disease or for treatment of conditions affecting any functional part of the body. For example, chiropractic expenses are not typically covered because they are used for general wellness, but your doctor may prescribe chiropractic treatments to treat your medical condition. The chiropractor expenses would then be eligible if your doctor verified the necessity in treatment. You can find a Statement of Medical Necessity (SOMN)* form on the website to assist you in these situations.

**Once you are enrolled, you can find the SOMN under forms and documents on the website.*