

## **Income-Based Health Reimbursement Arrangement (HRA) FAQ**

### **What is a Health Reimbursement Arrangement?**

An HRA is a benefit account owned and funded by Nemours Children's Health. The funds are used by associates and their dependents to pay for eligible medical expenses.

### **Who is eligible for the HRA?**

Eligibility is based on household income and family size. This is available to associates and their families on the Red, Blue, or White medical plans. This is not available for associates on our Green or SAVI plans.

### **Who contributes to an HRA?**

HRAs do not allow associate contributions.

### **What are the HRA annual contribution limits?**

\$1,000 for associates enrolled in single coverage and \$2,000 for associates enrolled in family coverage. *Family coverage includes any combination of spouse and/or children.*

### **When is my HRA funded?**

Once your application has been approved, you will be notified by the benefits department with information as to when the funds will be available and when to expect your new Aetna ID card.

### **What is an HRA eligible expense?**

The HRA expenses include copays, deductibles, and prescriptions. Please note that Aetna's system is not able to set the funds so that it only applies to In-Network benefits. To get the best use of these funds, we suggest trying to stay In-Network as Out-of-Network services have separate deductibles and coinsurance.

### **Can I get reimbursed from both my HRA and FSA?**

You cannot claim the same expense twice in order to get reimbursed from multiple accounts. In other words, you cannot get reimbursed by your HRA and the FSA for the same expense. There is no "double dipping."

If you have an HRA and FSA, there are some situations that may allow reimbursement from multiple accounts, though not for the same total expense. For example, say you have an HRA and FSA, and you incur a \$500 bill. In your HRA, you have \$200 available to spend, so you receive reimbursement for that \$200. The remaining \$300 may be covered by the FSA since that amount had yet to be reimbursed.

### **How do I use the HRA?**

You will need to present your new Aetna ID card to your provider and your Express Scripts card to your pharmacy. When the claims are submitted, the funds will be deducted from the HRA account. Any expenses outside of the annual contributions will be your responsibility to pay.

### **If I leave Nemours, can I keep the funds?**

Associates cannot keep any remaining funds when they leave their employment, whether termination is voluntary or involuntary. However, if you enroll in COBRA and continue your coverage, you will have access to those funds.

**Do HRA funds rollover?**

No.

**How do I apply for this benefit?**

You will need to complete the 2024 Income-Based Health Reimbursement Arrangement Application and submit your 2022 federal income tax return (Form 1040). If you are single and file a single tax return or are married and file a joint tax return, please include your federal income tax return with this application. If you are married and file separate returns, please include both your and your spouse's 2022 federal income tax return with this application.

Applications for 2024 will need to be submitted by 11/10/2023. Any missing documentation can delay the process.