

HEALTH REIMBURSEMENT ARRANGEMENT PLAN TYPES

Health Reimbursement Arrangements (HRAs) are a type of healthcare benefit account owned and funded exclusively by employers. There are four distinct account types. The one thing they all have in common is that employees do not put money into the account, but they can use it to pay for eligible healthcare expenses.

Be sure to check your Summary Plan Description (SPD) for your plan type, eligible expenses, and account spending limits. Your employer can only offer one of these accounts. Talk to your company's HR department.

HRA

HEALTH REIMBURSEMENT ARRANGEMENT

- Employers must offer an integrated group major medical health plan
- Employees must be covered by the group major medical health plan to be eligible
- Employer chooses how much to put into the account and which out-of-pocket healthcare expenses to cover
- All employees must be treated the same, with special rules for age and family size
- Employees CANNOT pay for any health insurance premiums with this HRA

ICHRA

INDIVIDUAL COVERAGE HRA

- Employees must be covered by an individual health plan to be eligible (not the employer's health plan)
- Employer chooses how much to put into the account and which out-of-pocket healthcare expenses to cover
- ICHRA can be used to pay premiums for individual health plans
- Employees may be split into different classes (full-time vs. part-time, salary vs. hourly, etc.) All employees in a class must be treated the same, with some exceptions
- Employees on Medicare can be enrolled in an ICHRA at the same time

Welcome to
THE HRA CAFE





**KEEP
CALM
AND
DRINK
COFFEE**

EBHRA

EXCEPTED BENEFIT HRA

- Employers must offer an integrated group major medical health plan
- Employees do not have to be covered by the group major medical health plan to be eligible
- Can be used to cover vision and dental plans, COBRA insurance, and other non-health plans
- All employees must be treated the same, with some exceptions
- Employees CANNOT pay for any health insurance premiums with this HRA
- Employer chooses how much to put into the account, up to \$2,100

QSEHRA

QUALIFIED SMALL EMPLOYER HRA

- Employer must not offer any type of group major medical health plan
- All employees are eligible, with some exceptions
- Employer selects the eligible out-of-pocket healthcare expenses, which CAN include premiums for individual health plan coverage
- Employer chooses how much to put into the account, up to the following per plan year:
 - ▶ \$6,150 for employees with single coverage
 - ▶ \$12,450 for employees with family coverage

**BENEFITS
MEETING
TODAY!**

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