

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

INTRODUCTION

Burnet County has established a Health Reimbursement Arrangement to provide you with additional health coverage benefits. This notice is meant to be an overview of the plan.

ELIGIBILITY

1. What Are my Eligibility Requirements for Our Plan? *Same as medical plan.*
2. When is My Entry Date? *Same as medical plan.*

BENEFITS

1. What Benefits Are Available?
The plan allows reimbursement by the Employer for deductibles met under our group medical plan incurred by you and/or covered family members.
The maximum deductible reimbursement allowed each coverage period is \$500 per covered person.
After you or a covered family member incurs \$250 in qualified deductible expenses, the HRA will reimburse additional deductible expenses incurred up to \$500 per covered person per coverage period.

Example 1 – Employee incurs \$350 in qualified deductible expenses.

Claim of \$350 paid as follows:		
Claims	Employee Pays	HRA Pays
\$0 - \$250	\$250	\$0
\$250 - \$350	\$0	\$100
Totals	\$250	\$100

Example 2 – Employee incurs \$750 in qualified deductible expenses.

Claims of \$750 paid as follows:		
Claims	Employee Pays	HRA Pays
\$0 - \$250	\$250	\$0
\$250 - \$750	\$0	\$500
Totals	\$250	\$500

Expenses are considered “incurred” when the service is performed, not necessarily when it is paid for. Any amounts reimbursed to you under the

Plan may not be claimed as a deduction on your personal income tax return nor reimbursed by other health plan coverage (including a health flexible spending account).

2. When Must Expenses Be Incurred?

During a plan year (10/01 - 09/30).

3. When Will I Receive Payments From the Plan?

Requests for reimbursement of deductible expenses can be made any time during the coverage period. The Human Resources Office has the claim form for submitting requests for reimbursement. When filing a claim for deductible reimbursement, you'll need to include a copy of your Explanation of Benefits (EOB) from Blue Cross Blue Shield as proof the service was credited against your deductible.

4. What Happens If I Terminate Employment?

If your employment terminates during the Coverage Period for any reason, your participation in the Plan will cease and any unused amounts are forfeited, unless COBRA is selected.

Please contact the Human Resources office at 512-756-5489 with questions about the HRA or other County benefits.