

# Health Reimbursement Arrangements

## Member HRA Education

June 7, 2023



# Meet the Team

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## HSA Bank Presenters



**Ruth Pedroni**  
Senior Account Executive



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Senior Client Service Manager

## PEBP Support

PEBP HRA & HSA Resource Website

**[hsabank.com/NVPEBP](https://hsabank.com/NVPEBP)**



**Client Assistance Center**

PEBP Employee Support  
1-833-228-9364

# How an HRA works

An HRA is an employer-funded account you use to reimburse yourself for IRS-qualified medical expenses not covered by your insurance plan.

PEBP funds your HRA (no individual or third-party contributions can be made).

To be eligible for an HRA, you must be enrolled in the State of Nevada Public Employees' Benefits Program (PEBP).

You can pay for IRS-qualified medical expenses with your Health Benefits Debit Card or pay out-of-pocket and submit a claim to HSA Bank for reimbursement.

The money available in your HRA is not considered income and is not taxed, as long as it is used for IRS-qualified medical expenses.

# PEBP Plan Year 2024 Employer Contribution Amounts

<u>Plan Year 2024 HSA/HRA Annual Contribution Amounts</u>	<u>Consumer Driven Health Plan (PPO) HSA/HRA Account</u>	<u>Low Deductible Plan (PPO) HRA Account</u>	<u>Exclusive Provider Organization Plan (EPO) HRA Account</u>	<u>Health Plan of Nevada (HMO) HRA Account</u>
<b>Base Employer Contribution for Participant*</b>	\$600	N/A	N/A	N/A
<b>One-time Employer Contribution*</b> PEBP Funded Contribution	\$300	\$300	\$300	\$300
<b>Legislative Appropriated One-Time Contribution**</b> <u>Allocation Tiers:</u> EE = Employee Only E+C = Employee + Child(ren) E+S = Employee + Spouse E+F = Employee + Family	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)
<b>Total Employer Contribution Amount**</b>	up to \$1,400	up to \$800	up to \$800	up to \$800
<p>*If your effective date is after July 1, 2023, your base employer contribution amount will be prorated through the rest of the plan year (PY24 ends on June 30, 2024). For example, if you are a hired or reinstated employee that begins PEBP coverage on 1/1/2024, the total PY24 HRA contribution will be divided by six, the remaining months of the plan year.</p> <p>**Legislative approved enhancements, such as HSA/HRA funding and enhanced basic life insurance amounts, are conditional on legislative processes and may be subject to change.</p>				

# IRS-qualified medical expenses

- Acupuncture
- Ambulance
- Artificial limbs
- Artificial teeth
- Birth control treatment
- Blood sugar test kits for diabetics
- Breast pumps and lactation supplies
- Chiropractor
- Contact lenses and solutions
- Crutches
- Dental treatments (including X-rays, cleanings, fillings, sealants, braces and tooth removals)
- Doctor's office visits and copays
- Drug addiction treatment
- Drug prescriptions
- Eyeglasses (Rx and reading)
- Fluoride treatments
- Fertility enhancement (including in-vitro fertilization)
- Flu shots
- Guide dogs
- Hearing aids and batteries
- Infertility treatment
- Inpatient alcoholism treatment
- Insulin
- Laboratory fees
- Laser eye surgery
- Medical alert bracelet
- Medical records charges
- Menstrual care products
- Midwife
- Occlusal guards to prevent teeth grinding
- Orthodontics
- Orthotic inserts (custom or off the shelf)
- Over-the-counter medicines and drugs
- Physical therapy
- Special education services for learning disabilities (recommended by a doctor)
- Speech therapy
- Stop-smoking programs (including nicotine gum or patches, if prescribed)
- Surgery, excluding cosmetic surgery
- Vaccines
- Vasectomy
- Vision exam
- Walker, cane
- Wheelchair

[hsabank.com/QME](https://hsabank.com/QME)

# Claim reimbursement process

## **Sign up online for direct deposit to your personal checking or savings account.**

On the Accounts tab, under Profile, click Banking/Cards. Select Add Bank Account, enter your external account information, and click Submit. This is the only way to get your reimbursement.

## **Upload claim details**

When submitting a claim, scan and upload your bill(s), Explanation of Benefits, and receipt(s) through HSA Bank's mobile app or Member Website.

## **Get reimbursed**

Once your claim is approved based on eligibility and availability of funds, reimbursement will be sent through direct deposit.

# Special considerations for non-Medicare HRA

**Claims from UMR will appear on the Member Website. You can use the claim information as substantiation to reimburse yourself.**

- First, you must link a personal bank account to receive funds via direct deposit. Check reimbursement is not available.
- Select the claim you wish to be reimbursed for and follow the onscreen prompts to have the payment sent to you. Do not duplicate reimbursements.
- No additional steps to substantiate a claim for reimbursement if that claim information is already loaded.



# HSA v. HRA comparison

	HSA	HRA
Who “owns” account?	Member	Employer
Account overview	Member-owned bank account that allows members to pay for IRS-qualified, out-of-pocket medical expenses.	Employer-funded, tax-advantaged arrangement which reimburses employees for IRS-qualified, out-of-pocket medical expenses.
Who can contribute to account?	Member, Employer, Third Party (i.e. spouse, parent, etc.)	Employer only
How are fund accessed?	Distributions for IRS-qualified medical expenses are not taxable. <ul style="list-style-type: none"> <li>• Debit card</li> <li>• Request for distribution (paper)</li> <li>• Online bill pay</li> </ul>	Limited to IRS-qualified medical expenses per plan design. <ul style="list-style-type: none"> <li>• Debit card</li> <li>• “Claim” – Request for reimbursement or bill pay</li> </ul>
Substantiation of expenses	Member (not required for payment)	Third Party (required for payment unless auto-substantiated)
Must have a health plan?	Yes, qualified High-Deductible Health Plan (HDHP) whether through employer or not.	Yes, an HRA must be integrated



# HSA v. HRA comparison

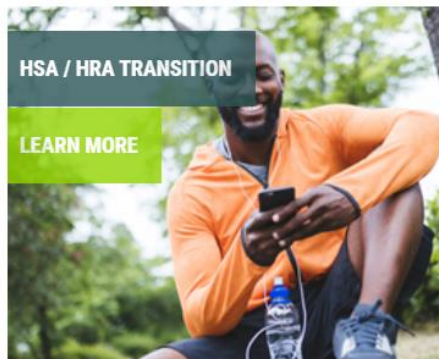
	HSA	HRA
<b>Other health plan allowed?</b>	Only certain permissible coverage such as dental or limited purpose plan(s).	Yes
<b>Tax benefits?</b>	Contributions, earnings, and distributions for IRS-qualified medical expenses are tax-free.	Employer contributions and claim reimbursements are tax-free.
<b>Can unused dollars rollover?</b>	Yes. Funds always belong to the member.	Yes, funds rollover in accordance with the employer plan rules.
<b>Access to funds after termination?</b>	Yes. When a member terminates or retires, they continue to maintain ownership of their HRA.	When an employee terminates, they do not typically retain access to an HRA unless they elect COBRA continuation coverage.
<b>Can account be used for retirement income?</b>	Yes. After age 65, funds can be used for any reason without penalty, but will be taxed as income if not used for IRS-qualified medical expenses.	No

# PEPB Employee resource center



The screenshot shows the top section of the website. On the left, there are logos for 'hsabank' (with a green leaf icon) and 'PEBP' (with a blue square icon). To the right of the logos is a navigation menu with links for 'HOME', 'HSA RESOURCES', 'HRA RESOURCES', 'VIDEOS', and 'CONTACT'. Below the navigation is a large dark green banner with the text 'WELCOME TO THE PEPB EMPLOYEE RESOURCE CENTER'. Underneath the banner, there is a paragraph: 'The employee resource center is your comprehensive resource on HSAs and HRAs including flyers, videos, FAQs, investments, tax information and more.' and a smaller line: 'Bookmark this page!'.

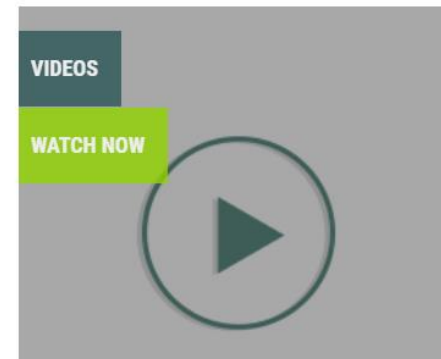
## FEATURED CONTENT



A featured content card with a background image of a man in an orange jacket looking at his phone. The card has a dark green header with the text 'HSA / HRA TRANSITION' and a green button with the text 'LEARN MORE'.



A featured content card with a background image of a green and grey line graph. The card has a dark green header with the text 'HSA INVESTMENT OPTIONS' and a green button with the text 'LEARN MORE'.



A featured content card with a grey background and a large play button icon. The card has a dark green header with the text 'VIDEOS' and a green button with the text 'WATCH NOW'.

[hsabank.com/NVPEBP](https://hsabank.com/NVPEBP)

Thank you!

