HRA Frequently Asked Questions

How do Consumer Driven Health Plans and HRAs work together?

The Consumer Driven Health Plans require participants meet a deductible before expenses are paid from the plan. You can use your HRA funds for medical expenses to help meet your deductible. You can also use HRA funds to pay prescription drug copays which do not apply toward your deductible, but do apply toward your out-of-pocket maximum.

When does Powell fund my HRA account?

Powell will fund your HRA account upon your enrollment.

- **New Hires –** Funding will be on a pro-rated basis, please refer to Pro-rated HRA Monthly Contribution Amount schedule on page 10.
- **Current and Newly Enrolled Employees on January 1 –** Full-funding will be available on January 1. Please refer to the Contribution Amount schedule on page 10 of the Benefits Guide.

Can I contribute to my HRA?

No, the HRA can only be funded by Powell per IRS regulations; however, you can contribute to a Health FSA to help assist with out-of-pocket expenses.

What is the maximum amount I can have in my HRA account?

Unused dollars may roll over from year to year and are combined with your current year contribution up to the maximum of two times (2x) the Powell HRA contribution based on the plan and coverage tier elected. Please see the HRA Contribution & Maximum Limit Table on page 10. For example, if you and your family are enrolled in Powell's Premier CDHP, the maximum you can have in your HRA account is $3,000.

Any unused HRA dollars over the maximum limit will be forfeited back to the Powell plan at the end of the year, December 31st.

What eligible expenses can be paid from my HRA account?

Eligible expenses including deductibles, coinsurance and copays can be paid from your HRA account.

What happens if I no longer have available funds in my HRA account?

Once you have depleted your available HRA funds, you will be responsible for paying any remaining deductible and/or coinsurance for eligible expenses out of your own pocket for the remainder of the plan year or until you reach your out-of-pocket maximum. Once you reach your out-of-pocket maximum, the plan will pay 100% of eligible expenses.

Can I use the money in my HRA to pay for my family's medical expenses?

Yes. The money in your HRA can be used to pay for the eligible medical expenses of any family member who is covered as a dependent under your Powell medical plan.

When does the HRA begin to pay for my expenses?

Your HRA funds are available to you immediately upon the effective date of coverage.

Can I have both an HRA account and a Health FSA (HFSA) account?

Yes, this is permitted. If you have an HRA and a HFSA, you will have one debit card loaded with both annual amounts. The HFSA funds will be used before the HRA funds. This is beneficial to you because there are IRS limits to the amount of HFSA funds that can carry over into the following year while any unused HRA funds can be rolled over from year to year up to the maximum allowed under the plan.

Can I have an HRA account if I only enroll in Powell's Dental and/or Vision plan?

No, you must be enrolled in Powell's Premier CDHP or Basic CDHP medical plan in order to receive HRA funds.

How do I find my balance or view the status of my claims?

You may find your HRA balance and manage your claims by logging in to your account at **www.taxsaverplan.com**. To create an account, go to the TaxSaver Plan website and follow the instructions for creating your username and password. Click the Login button and then select Reimbursement Account.

Do I have to submit supporting documentation for my HRA claims?

The HRA has an auto debit card substantiation feature, meaning BlueCross BlueShield will send eligible insurance claim information to TaxSaver Plan in order for them to automatically substantiate debit card transactions that require documentation. This will decrease the number of claims you have to manually submit documentation for. In the event your debit card transaction is unable to auto-substantiate within 60 days, you will receive a receipt reminder. Once you receive a receipt reminder, it becomes your responsibility to provide supporting documentation. Failure to do so may result in your claim being denied and your debit card being put on a temporary hold. Failure to submit substantiating documentation when requested will also result in the unsubstantiated funds being considered taxable earnings. Receipts and Explanation of Benefits (EOB) statements are examples of valid documentation you can submit to TaxSaver Plan to substantiate a claim.

What if I have unused contributions left in my HRA account at the end of the year?

Unused HRA dollars will roll over from year to year up to the maximum allowed and can be used towards future healthcare expenses. You must continue to be enrolled in one of the CDHPs in order to have access to rolled over HRA dollars.

What happens to my unused contributions when I end my participation in the Premier CDHP or Basic CDHP plan?

Unused HRA contributions will be forfeited back to the Powell plan.

What happens to my HRA when I leave Powell?

If you leave Powell or become ineligible for benefits, you will have 90 days from your separation date or date you become ineligible to submit claims for expenses incurred while covered. Unused HRA contributions will be forfeited back to the Powell plan.

You may continue your health insurance coverage by electing COBRA. If you choose to continue coverage in the CDHP under COBRA, you will be given access to any unused HRA funds. A COBRA packet will be sent to your home from TaxSaver Plan with details on how to enroll.

Who do I contact for more information?

If you need assistance with your HRA account, please contact TaxSaver Plan Customer Service at 800-328-4337. They are available Monday through Friday from 8:30 AM to 5:45 PM, Central Time.

Note: **If you also enroll in the Health Flexible Spending Account (HFSA), your HFSA funds will be loaded on the same debit card. HFSA funds are exhausted before HRA funds, which allows you to roll over more of your HRA funds.**