

# Health Reimbursement Arrangement (HRA)

The HRAs that are associated with the high-deductible plan options are fully funded by the Borough and are used to reimburse employees for eligible medical expenses covered by the health plan.

1

HRA funds are not taxable to the employee.

2

The HRA plan year is January 1 through December 31, and full HRA allowances will be available at the beginning of the plan year.

3

Expenses for services covered by the health plan, including deductibles, and copayments, may be reimbursed by the HRA. All requests for reimbursement must be substantiated.

4

HRA funds may be rolled over each year and are capped at the out of pocket maximum level for the selected plan option.

5

Employees cannot take HRA funds with them. Remaining HRA funds are forfeited when the employee is no longer covered by the health plan.