



# BUSINESSPLANS

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## Understanding Your Retiree Health Reimbursement Arrangement (RHRA)

**Wright State University**

**2020 Faculty Voluntary Retirement Plan (FVRP)**

# What's an HRA?

- A Health Reimbursement Arrangement (HRA) is an account funded by WSU that will reimburse you for tax-free eligible:
  - Medical, dental and vision expenses
  - After-tax medical premiums
    - Paid with after-tax dollars



# Who is eligible?

- Retirees enrolled in the 2020 FVRP
  - Retiree's spouse at time of retirement
  - Retiree's dependent child(ren) at time of retirement
    - Under the age of 27

# What are eligible expenses?

- **Eligible expenses are determined by IRS:**
  - **IRS Code Section 213(d)**
- Examples of eligible expenses for Medical, dental and vision include:
  - Co-pays, deductibles, coinsurance
  - Prescription drugs
  - Prescription glasses and sunglasses, Lasik eye surgery
  - Dental exams, fillings, oral surgery, dentures
  - Hearing aids
- Examples of eligible insurance premiums:
  - Paid with after-tax dollars
    - COBRA, STRS, OPERS and Medicare Premiums

# What are ineligible expenses?

- **Ineligible expenses are determined by IRS:**
  - IRS Code Section 213(d)
- Cosmetic surgery and procedures
  - Teeth whitening, varicose vein treatment, etc.
- Over-the-counter medicines and drugs
  - Potentially eligible with prescription (i.e. aspirin, allergy and cold medication)
- Athletic club memberships
- Weight loss programs
- Premiums paid with pre-tax dollars

# When will funds be deposited?

- Participants will receive 3 deposits of \$5,000

1<sup>st</sup> By the end of the first month immediately following retirement.

2<sup>nd</sup> No later than the end of the 13<sup>th</sup> month immediately following retirement.

3<sup>rd</sup> No later than the end of the 25<sup>th</sup> month immediately following retirement.

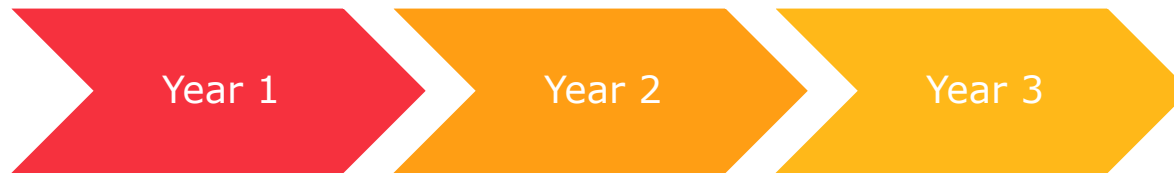



**Each retiree's HRA will be debited an annual admin fee of \$42 after each deposit (1<sup>st</sup>, 13<sup>th</sup>, 25<sup>th</sup> and 37<sup>th</sup> months).**

# HRA Timeline

- **Period of coverage:** When eligible medical expenses can be incurred.

3 years from the retiree's effective date of coverage in the plan.



- **Run-Out period:** 3 months to begin immediately after the last day of the period of coverage.
-  **Funds will automatically rollover in years 1, 2 and 3. Any funds left after the run-out period will be forfeited.**

# Example: *Sue Young*



Sue Young

- Enrolled in WSU's 2020 FVRP.
- Retirement: *July 1, 2020*

- Sue's HRA will be opened by July 1, 2020 and her annual contributions will be deposited as follows:
  - 1<sup>st</sup> \$5,000 by July 31, 2020
  - 2<sup>nd</sup> \$5,000 by July 31, 2021
  - 3<sup>rd</sup> \$5,000 by July 31, 2022
- **Period of Coverage:** *July 1, 2020 – June 30, 2023*
  - When eligible medical expenses can be incurred.
- **Run-Out Period:** *3 months following June 30, 2023*
  - Final claim submission for expenses incurred during Period of Coverage.
- **All funds remaining on *September 30, 2023* will be forfeited.**



# How to file a claim?

## Along with an HRA reimbursement form, you must submit:

Itemized statement from provider or Explanation of Benefits (EOB) from insurance

- Per IRS regulations, all documentation must include:
  - ✓ Provider Name
  - ✓ Patient Name
  - ✓ Date of Service
  - ✓ Description of Service
  - ✓ Amount

Register receipt for prescription drugs

Insurance premium bill for premium reimbursement

- **COBRA participants** - When submitting premium payments to Chard-Snyder, WSU's COBRA vendor, enclose payment statement.
- **Medicare participants** - Submit a copy of your Medicare enrollment letter with your RHRA claim form.
- **OPERS/STRS** - Submit a copy of your direct deposit stub.

# Claim Submission

- Submit eligible claims through:
  - Your online account at [myCafeteriaPlan.com](http://myCafeteriaPlan.com)
  - myCafeteriaPlan On-the-Go™ Mobile App
  - Fax
  - Mail
- Include documentation:
  - Per IRS Regulations, all documentation must include:
    - Provider Name
    - Patient Name
    - Date of Service
    - Description of Service
    - Amount Charged

# Beneficiaries

- In the event of your death, the account will be transferred to your enrolled dependents.
- Any outstanding and/or future contributions will be deposited into the beneficiary's account.
- Beneficiary participation will continue until the end of the period of coverage and include the 3 month run-out period.

# How do I enroll?

- HR will enroll your eligible dependents as provided by you on the dependent enrollment form.
- myCafeteriaPlan will send you an electronic *Welcome Letter*.
  - Website
  - Online account
  - Mobile App
  - How to file a claim
  - Mandatory direct deposit

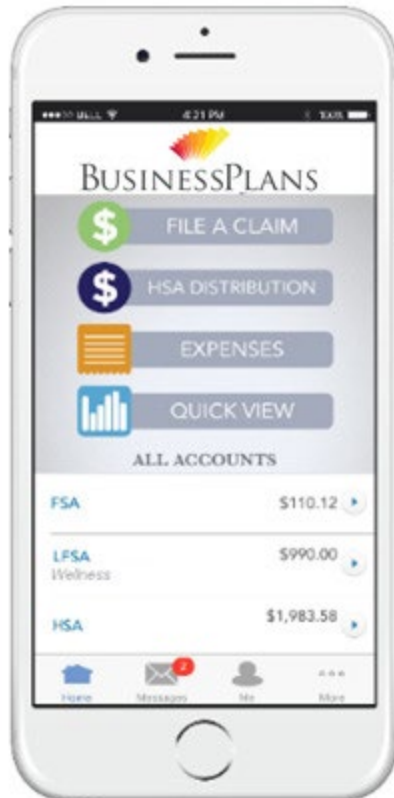
# Get Started: myCafeteriaPlan.com

- Go to [www.myCafeteriaPlan.com](http://www.myCafeteriaPlan.com)
- Click on “ Participant Login”
- Click the link under New User to set up your account

The screenshot shows the homepage of the myCafeteriaPlan website. At the top left is the BusinessPlans logo with the tagline 'MYBENEFITSTATEMENTS | MYCAFETERIAPLAN | MYCOBRAPLAN'. To the right are two buttons: 'Participant Login' (orange) and 'Employer Login' (green). Below these is a navigation menu with links for 'Employee', 'Employer', 'Broker-Consultant', 'Resources', 'About', and 'Contact', along with a search icon. The main content area features a large image of a man and a young child looking at a tablet together. Overlaid on the image is the text 'myCafeteriaPlan' and a sub-headline: 'Offer your employees more with customized reimbursement plans and exceptional benefits management service at a cost competitive rate.' A 'Request a Quote' button with a right-pointing arrow is positioned in the bottom right of the image. At the bottom of the page, a banner reads 'App, Snap, & Done!™ - Access your plan with the myCafeteria On-The-Go App'.

# Download the Mobile App

myCafeteriaPlan On-the-Go™ Mobile App provides you with seamless account access since it is an extension of the Consumer Portal – and doesn't require you to setup any additional credentials. The myCafeteriaPlan On-the-Go™ Mobile App provides time-saving options for you too:



- » Submitted Claims
- » Link to claim details
- » Check available balance
- » Add documentation through the Tasks Section

# Next Steps!

- Review your *Welcome Letter* from myCafeteriaPlan
- Visit [www.mycafeteriaplan.com](http://www.mycafeteriaplan.com)
- View your online account
- Check your profile information on your account
- Sign up for direct deposit via [www.mycafeteriaplan.com](http://www.mycafeteriaplan.com)
- Download the Mobile App myCafeteriaPlan On-the-Go™

# Questions??

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# Thank you!

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