

HRA and FSA Comparison

Two health care accounts, both the Health Reimbursement Arrangement (HRA) and a medical flexible spending account (FSA) are available this year to help you pay eligible medical expenses.

If you enroll in COVA HealthAware and elect an FSA, the HRA automatically pays expenses first. You cannot be reimbursed for the same expense by both accounts. So plan carefully, because any money left in your FSA will be forfeited!

COVA Plan Feature	Health Reimbursement Arrangement (HRA)	Flexible Spending Account (FSA)
Who is eligible?	Only employees enrolled in COVA HealthAware	All employees eligible for health benefits
Who can contribute to the account?	Only the Commonwealth	Only employees
What type of expenses can be paid out of this account?	Out-of-pocket plan costs such as the deductible and coinsurance for medical, pharmacy and behavioral health expenses.	Out-of-pocket expenses such as the deductible and coinsurance plus many eligible expenses not covered by the plan.
How much is deposited into my account each year?	Commonwealth contributes: For Employees –\$600 With “Do Rights” earn up to an additional \$150 For Employee + Enrolled Spouse - \$1,200 With “Do Rights” Earn up to an additional \$300	Employees can contribute up to \$2,600 annually. Note: FSA Elections must be in whole dollars.
Does the money in my account rollover if I don’t use it all during year?	Yes.	No. You must “use it or lose it”.
Is the money I contribute to the account tax advantaged?	Not applicable as only COVA contributes to this account.	Yes.
Do I need to file claims to be reimbursed?	No. HRA funds are automatically dispersed for eligible out-of-pocket amounts not paid by the health plan.	You can use your Elite <i>Visa</i> Benefit Card or file paper claims

