

## HRA and FSA Comparison

Two health care accounts, the Health Reimbursement Arrangement (HRA) and the Healthcare Flexible Reimbursement Account (HFSA), are available to you to help you pay eligible medical expenses.

**If you enroll in COVA HealthAware and elect a HFSA, 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 HFSA will be forfeited!**

<b>COVA Plan Feature</b>	<b>Health Reimbursement (HRA)</b>	<b>Healthcare Flexible Spending Account (HFSA)</b>
<b>Who is eligible?</b>	Only employees enrolled in COVA HealthAware	All employees eligible for health benefits.
<b>Who can contribute to the account?</b>	Only the Commonwealth	Only employees
<b>What type of expenses can be paid out of this account?</b>	Out-of-pocket costs such as the deductible and coinsurance for medical, pharmacy and behavioral health expenses	Out-of-pocket costs such as the deductible and coinsurance plus many eligible expenses not covered by the health plan
<b>How much is deposited into my account each year?</b>	The Commonwealth contributes: For Employees - \$600 "Do Rights" earn up to an additional \$150 For Employee + Enrolled Spouse - \$1200 "Do Rights" earn up to an additional \$300	Employees may contribute up to \$3,050 annually
<b>Does the money in my account roll over if I don't use it all during the year?</b>	Yes	No. You must "use it or lose it."
<b>Is the money I contribute to my account tax advantaged?</b>	Not applicable as only COVA contributes to this account	Yes
<b>Do I need to file claims to be reimbursed?</b>	No. HRA funds are automatically dispersed for eligible out-of-pocket amounts not paid by the health plan.	You can use your FSA Benefit Card (documentation may be required for some transactions) or file paper claims.

