



## **Health Reimbursement Account**

**Last Updated:** August 2, 2017

**Last Reviewed:** September 4, 2020

**Department/Division:** Human Resources

### **Purpose**

To provide employees not eligible for a Health Savings Account (HSA) with an annual funding component for medical expenses.

### **Policy**

Full-time eligible employee must be covered under one of Mid's High Deductible Health Plans (HDHP) plans and not meet the IRS requirements for HSA eligibility.

Employees will be provided an annual dollar amount that they may submit for medical reimbursements during the calendar year.

The HRA is not a savings account and funds do not roll into the following calendar year.

### **Procedure**

- During annual open enrollment, Human Resources will provide information to eligible HRA employees.
- Medical payment reimbursement information can be found on the HR web page under the Employee Benefits tab.