

Health Reimbursement Account(HRA) Frequently Asked Questions(FAQ)



Q. What is the purpose of the HRA?

A. Once you are Medicare eligible, prescription drug coverage under the University of Idaho (U of I) Retiree Health Plan ends. You must purchase a separate Part D Medicare drug plan for future prescription drug coverage. Retirees who meet eligibility criteria are provided a reimbursement stipend in lieu of continued prescription drug coverage under the U of I Retiree Health Plan. The reimbursement is provided quarterly through an HRA and is administered by HealthEquity.

R. What is the eligibility criteria?

- A. Must be a Tier II or Tier III retiree; and
- A. Must be Medicare Eligible; and
- A. Must be enrolled in Retiree PPO Plan; and
- A. Your cost for your Uof I Retiree Health Plan must be paid in

Q. Is my ^{full} covered spouse and/or dependents eligible for the reimbursement?

- A. No, only the U of I retiree is eligible for this reimbursement.
- A. The HRA account does not have right of survivorship (non-transferrable).

Q. How will the University process my reimbursement?

- A. An HRA will be set up in your name.
- A. If eligible, on or about the 5th of the month following each quarter, a deposit will be made to your HRA. For example, the deposit will be made on or about April 5th for the first quarter (January – March).

Q. How much will I receive?

- A. Reimbursement is based on the federal rate for that calendar year.
- A. The federal reimbursement rate for calendar year 2024 was \$34.70 per month, It is \$36.78 per month for calendar year 2025.
- A. The first deposit in each calendar year will be equal to three months of the previous year's rate. The remaining three deposits will be at the rate for the current calendar year.

Q. What if I become eligible in the middle of a quarter?

- A. The HRA will be set up during the quarter you become eligible.
- A. The first deposit will be calculated on the number of months you were eligible for during the quarter. For example, you become eligible in the second month of the quarter; the deposit will be for 2 months at the federal rate and paid on or about the 5th of the month following the end of the quarter.

Q. How does my HRA work?

- A. Once your account has been set up, you will be issued a debit card in your name by HealthEquity. You may use the debit card to pay for IRS Section 213D expenses up to the amount available on the debit card.
- A. If you do not wish to use the debit card, you may submit a copy of your Explanation of Benefits (EOB) or a receipt for your medical and/or prescription drug services along with a Retiree Reimbursement Arrangement form to HealthEquity. Claims can be submitted by fax, email or USPS mail. Forms and filing instructions are available at www.myhealthequity.com.
- A. Unused balances on your debit card will roll over from one calendar year to the next.

Q. How is my account handled should I terminate my U of I Retiree Health Plan?

- A. You may submit claims for eligible expenses until the end of the sixtieth day immediately following the end of the quarter in which you terminate your U of I Retiree Health Plan. For example, you terminate your U of I Retiree Health Plan coverage in September, any outstanding claims incurred by you must be submitted by November 29th.
- A. Terminating or opting out is permanent.

Q. How is my account handled in the event of my death?

- A. HRA reimbursement will be made through the month of death. For example, if date of death is March 10th, reimbursement will be made for January through March. If date of death is February 25th, reimbursement will be made for January and February, but not March.
- A. In the event of your death, your surviving spouse (if none, the executor, or administrator) may submit claims for eligible expenses on your behalf. The time limit (run out period) to submit claims after a death is the end of the sixth month immediately following the end of the quarter in which the death occurred. For example, date of death is November 27th; claims must be submitted for reimbursement no later than June 30th.
- A. At the end of the claim's submission run-out period, (June 30th using the example above) the HRA will be closed, and any remaining funds will revert back to the University of Idaho.

Q. Who should I contact if I have questions after my HRA is set up?

- A. Contact HealthEquity – 888-769-8969
- A. Website – www.myhealthequity.com
- A. Set up and login to the online memberportal
 - Check your account balance
 - Activate your debit card
 - View or Pay a Claim
 - Request Reimbursement