



Blue Care  
Network  
of Michigan

# A health reimbursement arrangement may be right for you

HMO

EDUCATE

ENGAGE

EMPOWER



## What is a health reimbursement arrangement?

An HRA is set up by your employer and administered by Blue Care Network to help pay for your share of health care costs. Your employer decides which expenses are eligible, but HRAs typically cover:

- Medical Deductible
- Medical Coinsurance
- Or both

Combining a Blue Care Network health plan with an employer-funded HRA allows you to take control of your health care expenses.



## How a health reimbursement arrangement works

Your employer will decide how much they'll contribute to your HRA and select the plan design for how your HRA will work. Some HRA plans use the HRA fund first to pay for HRA-eligible expenses. Some plans have the employee pay a certain amount first before HRA funds are available. Whatever the plan design, here are some HRA basics to know:

- You can only use the HRA to pay for your medical deductible, medical coinsurance or both, as your employer designates.
- You can't use the HRA allocation to pay for these medical expenses:
  - Fixed dollar copays
  - Noncovered medical services
  - Dental services
  - Vision services
  - Pharmacy
  - Hearing services
- Your employer sets the HRA allocation for each individual or family contract and establishes what out-of-pocket expenses can be paid with HRA dollars.
- Once your available HRA allocation is exhausted for a benefit year, you'll be responsible for paying any additional out-of-pocket expenses.
- The HRA allocation isn't portable. When your employment ends, you can't take the balance of the HRA with you.

Talk with your benefits representative to find out which plan design your employer selected.

## Keeping track of your HRA

When you receive services, your provider will be paid from HRA funds for eligible expenses. We'll send you an explanation of benefits statement showing you when expenses have been paid from your HRA and the amount.

Keep track of your benefits by creating an account at [bcbsm.com](https://bcbsm.com). You can also have your benefit information available on the go when you download our mobile app by searching "BCBSM" in the App Store® or Google Play™.



Blue Care Network provides administrative claims services for your health reimbursement arrangement. Your employer funds your HRA and is financially responsible for the HRA-eligible expenses.

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