

HERITAGE BENEFITS

HRA and Flex Plans

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

Heritage offers its employees the opportunity to participate in an HRA administered by P&A Group. An HRA is an employer funded account setup to reimburse a specific amount of medical expenses incurred under the health plan.

- ✓ HRA is included with all three Heritage medical plans
- ✓ Maximum reimbursements are \$400 (Single) and \$600 (Family)
- ✓ Covered employees must submit HRA forms to P&A for reimbursement

FLEX PLANS

Health Care Flexible Spending Account (FSA). An FSA is for expenses not covered by medical, vision, and dental plans, such as dental and optical care, prescription drugs, certain over-the-counter drugs, health and dental deductibles, co-payments, etc.

- ✓ The maximum election is projected to be \$3,200 for 2024. A pre-tax, employee funded spending account, ensuring a low-cost way to enhance employee benefits.
- ✓ Unused FSA funds will carryover to the next Plan Year up to the IRS limit.

Dependent Care Account (DCA). A DCA is for expenses for the care of dependents allowing an employee (or an employee and their spouse) to work or to attend school full-time. Eligible expenses include pre-school & nursery school program, day care, after school programs, etc.

- ✓ The minimum election is \$250 per calendar year.
- ✓ The maximum election is \$5,000 per calendar year.
- ✓ No carryover is allowed with Dependent Care FSA per the IRS; it is a use it or lose it benefit.

Generally tax savings from one or all benefits under the plan can be estimated between 28% and 41% based on your income level.

Our FSA and DCA flex plans are administered by P&A Group.