Updated November2024

Can I make contributions to the HRA?
No, the IRS does not permit employee contributions to an HRA.
How is an HRA different from an HCRA?
In order to have a Health Reimbursement Account (HRA) at the University, you must enroll in
either the Aetna PPO or the Aetna EPO. In addition, only the University is permitted to make
contributions to the HRA.
You can establish a Health Care Reimbursement Account (HCRA) whether or not you enroll for
medical coverage. You make contributions to the HCRA through payroll deductions; the University
does not contribute to an HCRA. When you incur an eligible expense (which includes medical,
prescription drug, dental and vision expenses for you and/or your dependents), you can choose to
pay your share of those expenses using an HCRA.
Can I use the HRA to pay expenses for my dependents?
Yes you can use your HRA for your dependents.
Will I automatically receive the healthy incentive into my HRA?
In order to receive the healthy incentive, you must complete two out of any three requirements
each year by October 31st
 to be funded for the following year. Those actions are a Health
Assessment, Annual Physical or a Flu Shot. You will receive more information about these
requirements throughout the calendar year.