

# Green Bay Area Public School District

## HRA/FSA Reimbursement Sequence



HRA Deductible In-Network Levels			
	Total Deductible	Maximum Employee Responsibility	Maximum HRA Reimbursement
Single	\$1,500	\$500	\$1,000
Family	\$3,000	\$1,000	\$2,000

### Reimbursement Schedule

#### First patient

First \$500 of in-network deductible

Employee responsibility (must use FSA funds first, once depleted, HRA incentive or rollover monies can be used)

Next \$1,000 of in-network deductible

Reimbursed by the HRA

#### Next 2 or more patients

First \$500 of in-network deductible

Employee responsibility (must use FSA funds first, once depleted, HRA incentive or rollover monies can be used)

Next \$1,000 of in-network deductible

Reimbursed by the HRA

EXAMPLE #1:	FSA Reimburses	HRA Rollover Reimburses	HRA Incentives Reimburses	HRA Reimburses
Employee incurs \$1,000 of deductible expenses and has plan balances of: \$750 in their FSA plan \$1,000 HRA Rollover	\$500	\$0	\$0	\$500
EXAMPLE #2	FSA Reimburses	HRA Rollover Reimburses	HRA Incentives Reimburses	HRA Reimburses
Employee incurs \$1,500 of deductible expenses and has plan balances of: \$200 in their FSA plan \$250 HRA Rollover \$50 HRA Incentives	\$200	\$250	\$50	\$1,000
EXAMPLE #3	FSA Reimburses	HRA Rollover Reimburses	HRA Incentives Reimburses	HRA Reimburses
Employee incurs \$750 of deductible expenses and has plan balances of: \$120 in their FSA plan \$300 HRA Rollover \$100 HRA Incentives	\$120	\$300	\$80	\$250