Dear UCM Employees.

I am pleased to announce that the University has funded the establishment of Health Reimbursement Accounts (HRA’s) for all UCM employees who are on the health plan. This is a direct result of the University receiving refund dollars from Blue Cross/ Blue Shield. A portion of these refund dollars are being channeled back to you. This is how it will work.

In October 2009 each university employee who is on the health plan as of August 1, 2009 will receive a one-time contribution to an HRA account in their name of $120 if you have single coverage on the plan or $180 if you have any type of dependent coverage.

In Jan 2010, UCM employees who are on the health plan on December 1, 2009 (after open enrollment changes this fall) will receive another one-time contribution of $120 (single plan) or $180 (with dependent coverage). For most UCM employees that is a total contribution of $240 or $360 depending on your single or dependent coverage.

These are dollars that you can use to cover out-of-pocket medical expenses such as prescriptions and co-pays. The enclosed literature explains more about HRA’s and how to submit claims for reimbursement of out-of-pocket medical expenses. The program is surprisingly simple and straight-forward and covers qualified out-of-pocket medical expenses you are likely to have. Your HRA account will be managed by ASI Flex, who is the same third party administrator who handles our Flexible spending accounts. We have been very pleased with the service this company has provided us in the past. They are prompt and timely in processing and paying claims—usually within a week.

I understand this is a new program and you may have questions that are not specifically addressed in the literature or FAQ page enclosed. Please feel free to contact us if you have any questions. Additionally, the office of Human Resources will conduct HRA briefing sessions on October 6th at 9:30 a.m. and 1:30 p.m. in Union 237B. You are encouraged to attend one of these sessions.

Sincerely

Rick Dixon, SPHR
Director