

Health Reimbursement Arrangement (HRA)

The Health Reimbursement Arrangement is offered to all participants who are enrolled in the BCBST Select Plan.

What is an HRA?

A specific amount of Funds are deposited by the City of Memphis to a Visa debit card each year.

The funds can be used to pay:

- Eligible out of pocket medical expenses
- Deductibles
- Co-payments
- Coinsurance
- Dental and Vision expenses

The amount of your HRA is determined by the healthcare Option that you have chosen.

Amount of your HRA	
Health Care Options	HRA Amount
Employee Only	\$750
Employee + Spouse	\$1,500
Employee + Children	\$1,500
Employee + Family	\$1,500

Note: Those who have just transitioned to the Select Plan during the Special Open Enrollment with an effective date of April 1, 2023, will only be reimbursed for eligible expenses incurred on or after April 1, 2023.

Additional information regarding your HRA is available at:

[Learn.healthequity.com/bcbst/hra/#hra_hero](https://learn.healthequity.com/bcbst/hra/#hra_hero) or call 1-888-796-0609