

Comparisons between Health Reimbursement Accounts, Health Care Spending Accounts and Dependent Day Care Spending Accounts

January 1, 2015

This document is intended as an outline of coverage available and is not intended to be a legal contract. If a discrepancy exists between this document and the various summary plans, contracts and agreements, the provisions of the actual service agreements and/or contracts will prevail.

Health Reimbursement Account	Health Care Spending Account	Dependent Day Care Spending Account
<p>The health reimbursement account is funded solely by the City of Colorado Springs. Funding is \$500/year for Employee only coverage and \$750/year for all other levels of coverage. As an Active employee, if you are enrolled in the Advantage medical plan with an HRA component, you may use the funding to pay for the same qualified out-of-pocket health expenses as the HCSA. You may also choose not to use your HRA money and roll it into the next year as long as you are enrolled in the Advantage medical plan on Jan. 1 of the following plan year. If you terminate, your remaining account balance will be forfeited. Health Reimbursement Account claims are processed and paid daily.</p>	<p>With a Health Care Spending Account, you may set aside pre-tax dollars to reimburse yourself for eligible health care expenses for you and your eligible dependents. You may elect up to \$2500 per year in the City's HCSA program. Up to \$500 of unused funds may carry over into the next plan year.</p> <p>Eligible expenses include:</p> <ul style="list-style-type: none"> • Deductibles • Co-Insurance • Co-pays • Other medical, dental, vision, hearing, over-the-counter health care products not covered by insurance or under any other source <p>Note that the same health care expenses that are reimbursable through your HCSA can be claimed through the HRA. If you have both accounts, your HCSA will pay first; the HRA will pay second. There are no exceptions to this payment order.</p> <p>Health Care Spending Account reimbursements are processed and paid daily.</p>	<p>You may pay for dependent day care expenses using pre-tax dollars up to \$5000 calendar year maximum (\$2500 if married and filing separate tax returns). Eligible dependents include dependent children up to age 13; or a dependent age 13 or older who are unable to care for him/herself.</p> <p>Unused funds are forfeited and not carried over from year to year.</p> <p>Dependent care claims are processed and paid daily, pending available balance.</p>



Have questions? 1.800.659.3035

Customer Service Hours: 7:00AM – 7:00PM CT Monday-Friday; 9:00AM – 1:00PM CT Saturday



asi@asiflex.com



www.asiflex.com