

Healthcare Reimbursement Arrangements

Help Ease the Burden of Rising Health Care Costs

What's An HRA?

Health Reimbursement Accounts (HRAs) are rapidly becoming the foundation for many consumer-driven health plans. Incorporating the advantages of both Medical Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs), HRAs combine the control and cost-saving tools employers are seeking with the flexibility and protection employees need.

How Does It Work?

With an HRA, employers fund individual reimbursement accounts for their employees and define what those funds can be used for – i.e., specified out-of-pocket expenses such as deductibles and co-pays. HRAs allow an employer to realize substantial savings by migrating from first dollar coverage to a High Deductible Health Plan (HDHP) option without having to increase their employees' out-of-pocket exposure. Many employers use the premium dollars saved from a benefits downgrade to fund the employees' account making the change cost-neutral or possibly providing a savings to the benefits budget. As an extra advantage to the employer, HRA contributions and administrative costs are tax deductible, further enhancing the savings associated with an HRA plan design.



The Paypro Benefits MasterCard®

In addition to this innovative plan design, Paypro Benefits offers a Convenience MasterCard®, creating a clear win-win circumstance for both employer and employee. This single-platform debit card allows for the automatic electronic transfer of pre-tax dollars from an HRA when paying for qualified expenses. Most importantly, the Paypro Benefits Convenience MasterCard®, can accommodate and administer Flexible Spending Accounts (FSAs) on the same card. An HRA/FSA combination has become a popular strategy for companies that seek to provide their employees with a broad range of benefits and control without raising costs or increasing their exposure.

Contact Paypro Benefits Today:

Web: www.payprobenefits.com

Email: info@payprobenefits.com

Phone: (631) 777-1100 Ext. 250

