



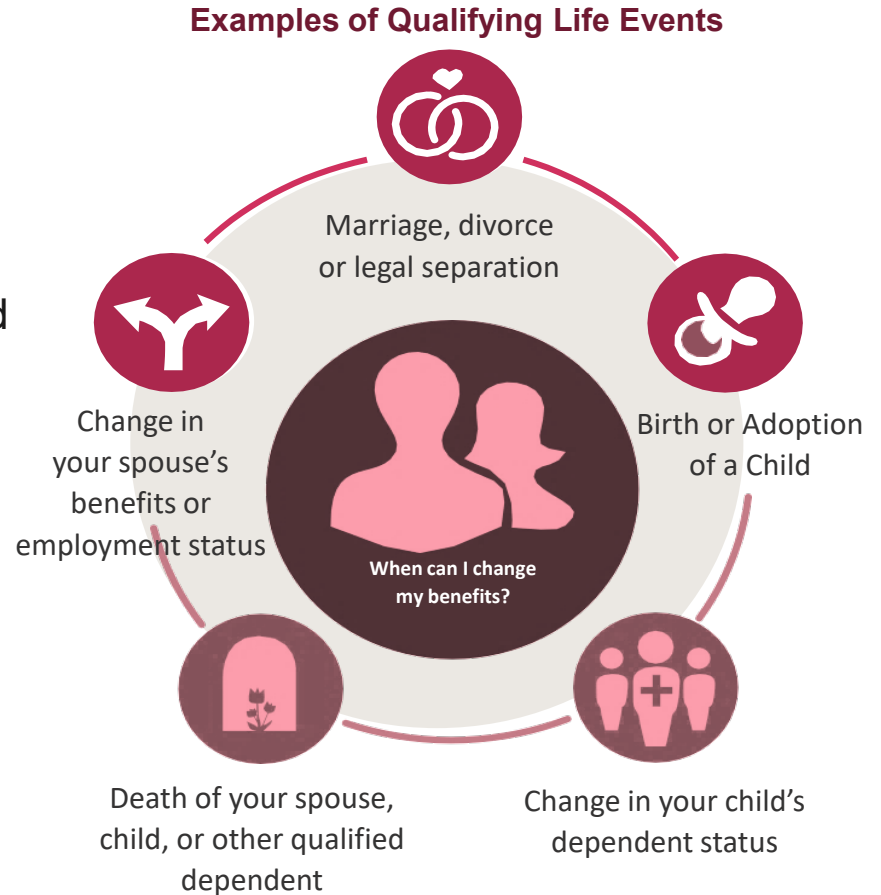
# Franklin Pierce University 2024 Post Enrollment HSA with HRA Review

February 2024 | Dan Wiley & Ron Griffin



# Eligibility

- Full-time employees (30 hours per week)
- Make changes to your benefits and covered dependents
- When it is not Open Enrollment, you must have a qualifying event
- Examples of Qualifying Events: Marriage, birth, death, change in employment ...



# Anthem BlueChoice Open Access Advantage HSA/HRA Plan

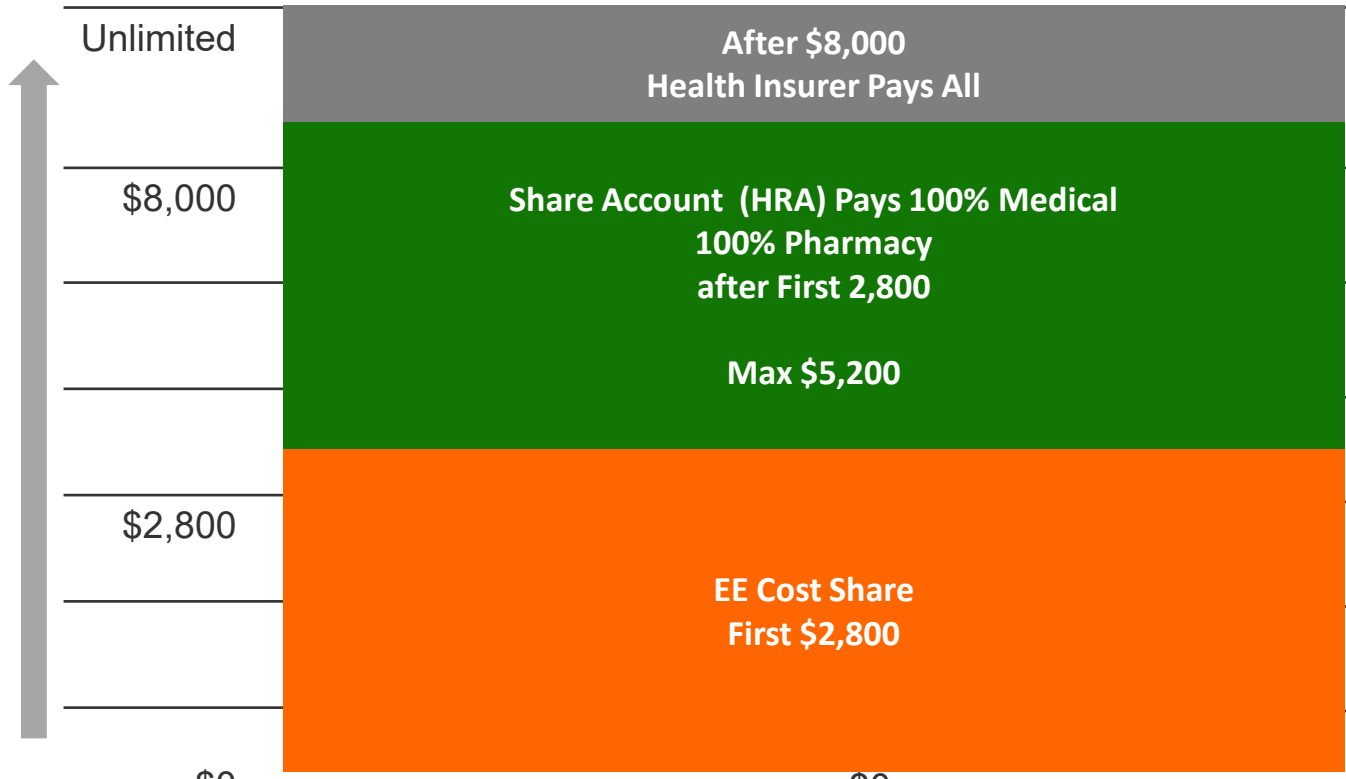
	Anthem BlueChoice Open Access Advantage	You Pay
<b>Calendar Year Deductible</b>		
Individual	\$8,000	Sub-Deductible: \$2,800
Family	\$16,000	Sub-Deductible: \$5,600
<b>Calendar Year Out-of-Pocket Maximum (Out of Pocket Maximum Includes Deductible)</b>		
Individual / Family		\$2,800/\$5,600
Lifetime Maximum	Unlimited	
<b>Coinsurance / Copays</b>		
Preventive Care	100%	0%
Primary Care Physician	Deductible then covered in full	Covered in full after sub-deductible
Specialist	Deductible then covered in full	Covered in full after sub-deductible
Laboratory	Deductible then covered in full	Covered in full after sub-deductible
Diagnostic X-Ray and High-End Radiology	Deductible then covered in full	Covered in full after sub-deductible
Urgent Care (Per Visit)		Covered in full after sub-deductible
Convenience Clinic	Deductible then covered in full	Covered in full after sub-deductible
Urgent Care Clinic	Deductible then covered in full	Covered in full after sub-deductible
Hospital Urgent Care	Deductible then covered in full	Covered in full after sub-deductible
Emergency Room	Deductible then covered in full	Covered in full after sub-deductible
Inpatient Hospital Care	Deductible then covered in full	Covered in full after sub-deductible
Outpatient Surgery		Covered in full after sub-deductible
Hospital Affiliated	Deductible then covered in full	Covered in full after sub-deductible
Non-Hospital Affiliated	Deductible then covered in full	Covered in full after sub-deductible

# Health Savings Account (HSA)

- You can contribute to an HSA on a pre-tax basis and then use these funds to pay for qualified health expenses.
- If you do not use all of the money in your HSA in a given calendar year, the remaining money “rolls over” for use in future years

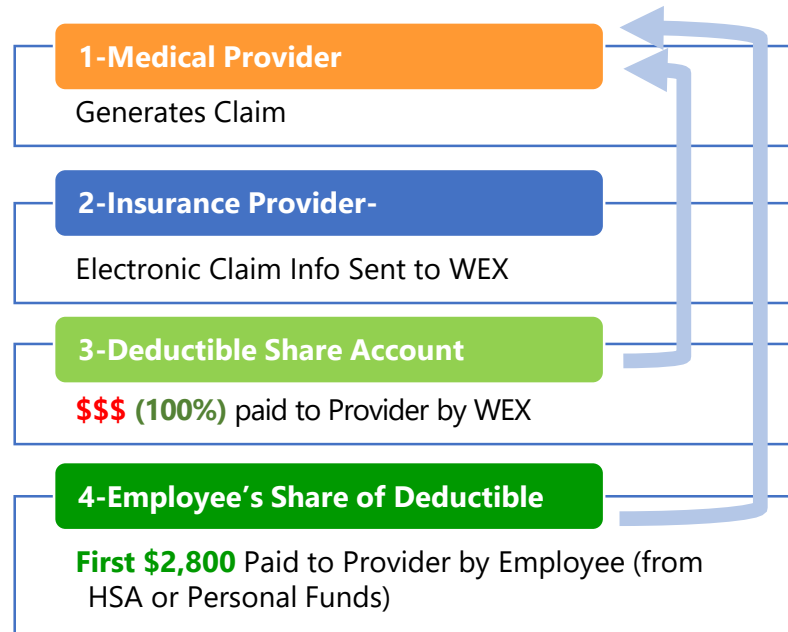
HSA Contributions			
	2024	2023	Change
HSA contribution limit (employer + employee)	Self-only: \$4,150 Family: \$8,300	Self-only: \$3,850 Family: \$7,750	Self-only: +\$300 Family: +\$550
HSA catch-up contributions (age 55 or older)*	\$1,000	\$1,000	No change**

# HSA Option: Health Savings Account with HRA



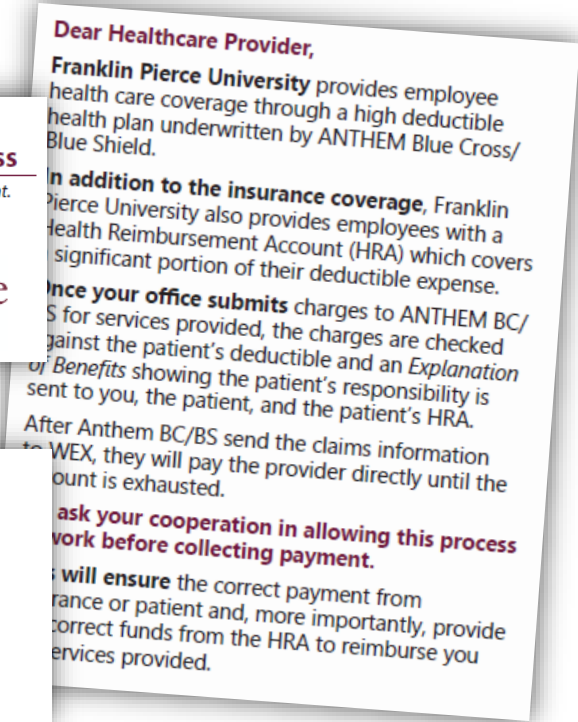
## How the Deductible Share Account Works

- Members enrolled in the medical plan receive an agency funded Deductible Share Account
- Deductible Share Account pays using electronic claim info
- Checks are Auto-Generated & sent to Providers
- Employee is responsible for their share
- Payment Status shown on the WEX Website or App



# Simple Provider Payment Process

- Provider sends claim to Anthem BC/BS
- Anthem issues an Explanation of Benefits
- Wex receives report from Anthem
- Wex sends payment directly to the provider



# WEX Debit Card—*When to use it*

- When enrolled in the HSA plan, the member can swipe the card and use their HSA funds for medical and Rx
- It is preferred to wait until you receive the invoice/EOB from the provider to ensure that you are not overpaying
- After you have incurred \$2,800 then swipe for Rx only. HRA will pay at 100% from that point
- Medical claims will be paid to the provider once they are received through the carrier claim feed



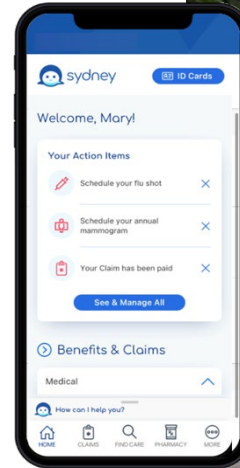


# Sydney Health app; your personal health assistant

Download and register on the Sydney Health app to take full advantage of your Anthem plan.

## Use it to:

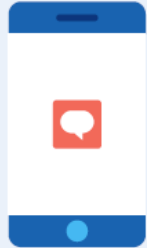
- Find care and check costs.
- See all your benefits.
- View claims and payment information.
- View and use digital ID cards.
- Manage prescriptions.
- Get answers quickly with the interactive chat feature.
- Access virtual care.
- Access wellness resources and rewards.
- Sync with your fitness tracker.
- Reach Member Services for support.



# Log in now to access your Anthem benefits:

## Go to

[anthem.com/signup](https://anthem.com/signup)



OR

## Text

**SYDHEALTH** to **268436**  
to download the app  
and log in



OR

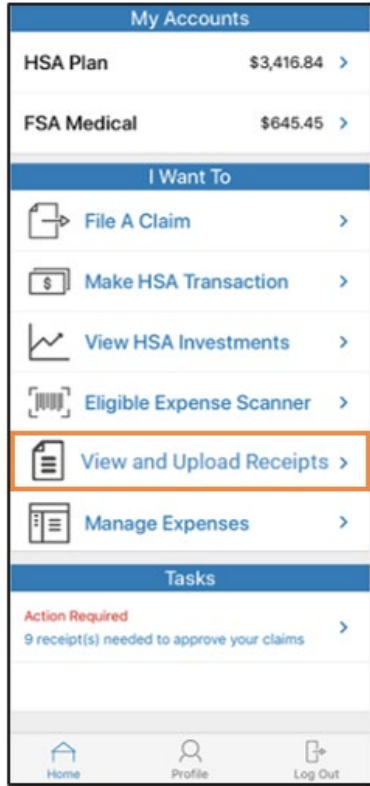
## Scan

this code with your  
smartphone to download  
the app and log in



Get your questions about your medical benefits answered in real time through interactive chat on Sydney Health.

# Upload Receipts using the WEX Benefits Mobile App

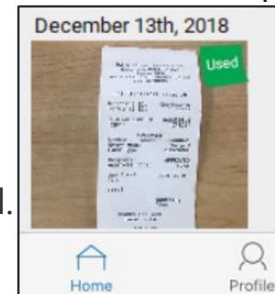
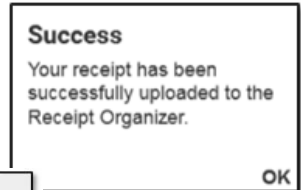


To upload a receipt to the Receipt Organizer in the benefits mobile app, complete the following steps:

1. Navigate to the Home screen.
2. Tap "View and Upload Receipts" under the I Want To section.
3. Tap the plus sign in the bottom right-hand corner of the screen.
4. Select the receipt upload method.
  - Documents: Use an existing document on your phone.
  - Camera: Take a new photo with your phone's camera.
  - Photos: Use an existing photo on your phone.
5. View the confirmation message and tap "OK" to return to the Receipt Organizer, where you can view and edit your receipts.

Notes:

- Tap a receipt to make it larger.
- Once you apply a receipt to a claim, it will have a sticky note added that indicates it's been used.



## What should be included in your claim submission/ Explanation of Benefits

- WHERE - Provider's name and address
- WHEN – Date of service/purchase
- WHO – Patient name
- WHAT – Description of service/purchase
- WHAT – Your Cost

If any information is missing, we will contact you through email to collect the needed documentation

# Reimbursement Accounts - Available

## HSA

### Health Savings Account

- Employee funded account
  - Employee funds with each paycheck
- Individually owned and operated by you
- Tax Free deposits
- Tax Free distributions on all eligible expenses
- Must be in a qualified HDHP & not have disqualifying coverage to contribute
- Funds do roll year-to-year

## HRA

### Health Reimbursement Account/Arrangement

- Employer funded only
  - Fully funded Jan 1
- Must be enrolled in Franklin Pierce University's medical
- Tax Free distribution on Medical and Rx Deductible expenses only
- Funds do not roll year-to-year

## LFSA

### Limited Purpose Flexible Spending Account

- Employee funded only
  - Fully Funded Jan 1
- Employee enrolled in an HSA
- Must be an eligible employee of Franklin Pierce University
- Tax Free distribution on eligible Dental and Vision expenses only
- Funds do not roll year-to-year (Except for small carryover amounts)

# How it works - Overview

- Anthem pays nothing towards your medical and pharmacy expenses unless you incur \$8,000 in medical or pharmacy bills
  - Exception: Preventive services are covered at 100% by Anthem
- You are responsible for 100% of your medical and pharmacy expenses incurred up to the \$8,000 max
  - Example: You go to the doctor for a sick visit, and the Anthem allowed cost for that visit is \$100, Anthem pays nothing, you pay \$100 until your deductible of \$8,000 is met.

How you pay the provider is where your employer is going to help you, so you don't really have to come up with \$8,000 for medical & RX services

# Health Savings Accounts

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## How does the HSA Work?

# Franklin Pierce University HSA Option

- You need to establish an HSA account which is much like a typical bank account
  - An HSA account will be established with WEX for you, but you need to sign in and agree to the terms in order to use it
  - You will get a WEX Visa Debit Card, unless you already have one that you use with your FSA
- Contributions can be made and changed at any point in the year
  - All Contributions are yours to keep and any balance in the HSA will roll over from year to year whether you change jobs, retire, or choose a different health care plan
- Distributions can be used for any expenses
  - You are the steward of the account and responsible for only reimbursing for qualified eligible expenses
    - [www.fsastore.com](http://www.fsastore.com)
  - Money deposited to your HSA can be used for qualifying eligible expenses tax free, but ineligible expenses are taxable, and come with a 20% excise penalty for ineligible distributions caught with an IRS Audit



# Common HSA Questions

