



HRA Availability by Classification

Classification of Employee	2016 Unused HRA ONLY money	90 day filing limit (date stamp received at Unified 3/31/17 or before)	What type of 2017 Incurred Expenses are Eligible	HRA Unused Balance Removed?
Active Teaching/Union	Rolls over into accumulated bucket	Not applicable	No Changes to HRA plan. Functions just like previously.	No
Active Non Teaching / Non Union	Rolls over into accumulated bucket	90 day filing limit for 2016 incurred medical expenses toward 2016 HRA dollars	Limited Purpose - 2017 incurred Den & Vis eligible expenses	No
Retiree (Union & Non Union)	Rolls over into accumulated bucket	90 day filing limit for 2016 incurred medical expenses toward 2016 HRA dollars	Limited Purpose - 2017 incurred Den & Vis eligible expenses	No
Terminated Employee Union & Non Union <u>12/31/16 & prior</u>	Rolls over into accumulated bucket (applicable to those termed during 2016)	90 day filing limit for 2016 incurred medical expenses toward 2016 HRA dollars	N/A	Yes - any funds left after 3/31/17 will be removed
Terminated Employee Union & Non Union <u>1/1/2017 - 12/31/17</u>	See applicable classification for 2016 Active status	See applicable classification for 2016 Active Status	Limited Purpose - 2017 incurred Den & Vis eligible expenses	Yes - any funds left after 3/31/18 will be removed
Outsourced Non Union Employees during 2016	Rolls over into accumulated bucket	90 day filing limit for 2016 incurred medical expenses toward 2016 HRA dollars	Limited Purpose - 2017 incurred Den & Vis eligible expenses	No

2016 Eligible Medical Expenses are those as covered by the Muncie Schools Health Plan. Please refer to the health plan document.

