

Benefit Plans with Integrated HRAs

Optima Design links a higher-deductible health plan with a Health Reimbursement Arrangement (HRA). An HRA funding arrangement combines the control and cost-saving tools employers are seeking with the flexibility and protection employees need. With an HRA, employers commit funds to help their employees pay their out-of-pocket costs for eligible medical expenses when medical services are needed. This allows the employer to better manage their health plan budget.

HRA funds are owned by the employer, who:

- determines how much will be committed to the HRA
- determines whether the first out-of-pocket expenses will be paid by the employee or the employer

The flexibility offered with Optima Design plans enables companies to “design” benefit offerings that best suit their benefit plan goals. HRAs have become popular with companies seeking to provide their employees with a broad range of benefits and control without raising costs or increasing out-of-pocket exposure.

What is an HRA?

Employers determine a set amount they are willing to spend for an HRA to help employees pay for eligible medical expenses, meet their deductible, and become more value conscious in their healthcare consumption. HRAs are typically combined with higher-deductible health plans that offer lower premiums. The fact that an HRA does not need to be pre-funded—expenses are paid as they are incurred—is a significant advantage in that it optimizes cash flow and total expense for many companies.

Plan Features:

- Design plans offered under the Vantage, Plus, and PPO network platforms.
- No deductible for preventive care or screenings under all Design plans.
- Design plans have pharmacy options that offer a four-tier copayment benefit structure with pre-deductible and post-deductible options.

Optima Design Makes Using Your Health Plan Easy

Optima Design plans offer a seamless, user-friendly experience that is simple and cost effective. These plans include:

- easy online enrollment into both the health plan and the HRA
- paperless record-keeping—automatic population of claims into the HRA platform eliminates the need for paper receipts or claim forms
- direct payment to providers for HRA-eligible expenses
- online and telephone support to help members understand and manage the financial side of their plan
- member access to online information to review eligible HRA claims, confirm any provider payments, and see HRA fund balances
- no account management fees or additional HRA administrative costs

This page is intended to be an overview of the Optima Equity health plans integrated with Health Equity HSA offered to employer groups. Optima Health is the trade name of Optima Health Plan, Optima Health Insurance Company, and Sentara Health Plans, Inc. Optima Equity PPO plans are underwritten by Optima Health Insurance Company. Optima Health Plan underwrites Optima Equity HMO, POS, and mandated point of service plans. Self-funded group health plans are administered but not underwritten by Sentara Health Plans, Inc. All Optima Health plans have benefits exclusions, limitations, and terms under which the plan may be continued in force or discontinued. For costs and complete details of coverage, please call your broker or Optima Health or sign in at optimahealth.com. Optima Health recommends that employers and employees consult with a tax advisor when setting up or using an HSA account.

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