

Introducing the Integrated HRA as part of your benefits package

The Integrated HRA offers employee's who have access to alternate group medical and prescription drug coverage through their spouse/equal partner, **100% coverage with \$0 out of pocket** for eligible medical expenses. You will be reimbursed income tax free for ALL co-pays, co-insurance and deductibles incurred through your alternate medical plan up to the maximum out of pocket limits of \$9,200 Single and \$18,400 Family.

No premium contribution will be deducted from your paycheck. **Plus, when you enroll your eligible spouse in Integrated HRA, you are no longer subject to the \$100 or \$25 monthly spousal surcharge that may otherwise apply to you.**

PLUS, City of Cincinnati will reimburse you for the premium contribution paid for the alternate coverage if it exceeds the premium contribution you would have paid to remain on their plan up to a maximum of: \$6,000/single, \$12,000/family per year. You will be reimbursed for any increase in premium to add you and/or your eligible dependents up to the above monthly maximums. If the cost of alternate coverage is less than what the employee would have paid for City of Cincinnati's medical plan, you will not receive a premium contribution reimbursement.

Eligibility and Enrollment Opportunities

- **Current employees:** must currently be enrolled in City of Cincinnati's medical plan then waive that plan for the Integrated HRA effective date, January 1, 2027
- **New employees or newly benefit eligible:** may enroll during your new hire election period after satisfying City of Cincinnati's benefit eligibility requirements.
- **Qualifying event:** marriage, spouse/equal partner's change in employment status, birth of child, part time to full time, etc.
- **Open enrollment:** you may enroll during City of Cincinnati's and/or your spouse/equal partner's annual open enrollment.

Enrollment

- Enroll in alternate coverage and waive coverage on City of Cincinnati's medical plan
- Complete the City of Cincinnati Integrated HRA Enrollment through your online enrollment system, COCBenefits.com
- Read and confirm the Attestation language through your online enrollment system
- Provide Catilize Health® with Proof of Coverage
 - Examples of Acceptable Proof: Spouse/Equal Partner's Paystub, Insurance ID Card, Benefit Confirmation Statement, Letter on the Employer's Letterhead.

Premium Contribution Reimbursements Proof Required

- Paystub showing premium contribution amount, pre-tax or post-tax, frequency (other pay information may be blacked out)
- If the entire family is not enrolling in the Integrated HRA, then you must provide the premium paid by employees for each level of medical coverage, also known as the tiers of coverage indicating the cost for each tier
- If you are already enrolled in the Integrated HRA, you must submit updated premium contribution information for your alternate coverage each year.

IRS Rules

- You may be enrolled in an HRA or FSA. You **CANNOT** be reimbursed from both Integrated HRA and your HRA or FSA.
- Employees are NOT eligible for the Integrated HRA if their alternate coverage is:
 - A High Deductible Health Plan (HDHP) with active contributions to a health savings account (HSA) and the employee is the account holder of the HSA; however, it is **acceptable alternate coverage** if HSA contributions can be waived/discontinued. A spouse/equal partner who is not enrolled in the Integrated HRA may contribute to an HSA and use the HSA funds. The HSA funds CANNOT be used for medical expenses for Integrated HRA enrollees.
 - Medicare, Tricare (retiree only) VA health care or Medicaid
 - Healthcare Exchange Policy made available through the Affordable Care Act
 - Individual policy or Limited Benefit Health Plan

Claims

- **How do I use the Integrated HRA ID Card?**
 - First, present your alternate coverage ID card.
 - Then, present your Integrated HRA ID card. Let the provider know that the Integrated HRA will pay the provider directly for eligible co-pays, co-insurance, and deductibles.
 - You pay nothing; your provider may file the claim with both your alternate coverage and with the Integrated HRA.
- **Electronic Claims**
 - To submit reimbursement under the plan electronically, go to portal.catilize.com
 - Here you will simply need to upload the required documentation:
 - Co-pay, co-insurance or deductible: Explanation of Benefits (EOB) from alternate coverage
 - Prescriptions: "Tab" from pharmacy that includes name of drug, date filled, patient's name and patient responsibility amount
- **Paper Claims**
 - Send completed and signed claim form to Catilize Health[®] with the required documentation
- **Claim Submission Deadline**
 - Member Claims: 90 days after end of plan year or your termination from the plan
 - Provider Claims: 1 year after date of service for provider claims



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