

CITY OF WILLCOX

Health Reimbursement Arrangement utilizing Cigna PPO

Medical Reimbursements will be paid in accordance with the terms of the HRA plan described below

The HRA plan will reimburse all eligible medical expenses. The table below illustrates the responsibility of the plan and employee, and the financial responsibility of the participant and employer.

EE Max Out of Pocket: \$500	Employee Responsibility	Employee pays first \$500 of Deductible
Deductible Method: Per Insured	\$500	
Cigna Max OOP: \$500	HRA (Employer Responsibility)	
COW Max HRA Benefit: \$6,100	\$4,500	
	HRA (Employer Responsibility)	Employer Pays the LAST \$4,500 Of Deductible + 100% of Major Medical Coinsurance to maximum \$1,600 (excludes Copays)
	\$1,600	

MEDICAL SERVICES: The HRA Plan DOES NOT reimburse for Physician or Rx Copays.
Only deductible & coinsurance in network qualified major medical expenses.

Dependent Coverage: Family covered employees may receive up to 2 reimbursements per year, each member limited by the single maximum reimbursement.

HRA START DATE: 7/1/2024