



JEFFERSON COUNTY COMMISSION

124 East Washington Street, P.O. Box 250, Charles Town, WV 25414

Phone: (304) 728-3284 Fax: (304) 725-7916

Web: www.jeffersoncountywv.org

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To: Employees of Jefferson County

Date: May 2019

Re: HRA – Deductible Reimbursement Plan

Run-Out Processing for HRA Claim Submissions For Dates of Service 7/1/2018 – 6/30/2019

This notification is for all employees who are enrolled on the Highmark medical plan within the time period of July 1, 2018 to June 30, 2019.

Medical Plan Deductible

With the upcoming plan renewal effective July 1, 2019, the medical plan deductible will reset to \$0 (zero). On July 1, 2019, claims applicable to the in-network deductible will begin calculating a new \$4,000 per individual and \$8,000 per family benefit.

Health Reimbursement Account

On July 1, 2019, employee Health Reimbursement Account's (HRA's) will also reset to \$0 (zero). Enrolled members will need to meet a new \$750 deductible liability for employee only coverage and a new \$1,500 deductible responsibility for employee + dependent(s) coverage for claims with dates of service on and after 7/1/2019.

Run-Out Period

Before 7/31/2019, Employees that have claims with dates of service for the current plan year 7/1/2018 through 6/30/2019 may submit the required documentation for reimbursement from their HRA account. **The Run-Out period ENDS 7/31/2019.** EOB (Explanation of Benefits) Statements must be submitted for consideration and will be evaluated for reimbursement eligibility.

Note: Claims submissions received after the end of business on July 31, 2019 will be denied for late submission.

Forms & Information

Copies of the HRA Policy Overview, the HRA Claim Form, the Highmark EOB Example document, and the Highmark Handout Instruction for obtaining your EOB document using the Member Website Portal are available on the County's website in the "County Employee Benefits" section or upon request.

County Administrator
Stephanie Grove

Deputy County Administrator
Sandy Slusher McDonald