No, the IRS does not permit employee contributions to an HRA.

In order to have a at the University, you must enroll in either the Aetna PPO or the Aetna EPO. In addition, only the University is permitted to make contributions to the HRA.

You can establish a whether or not you enroll for medical coverage. You make contributions to the HCRA through payroll deductions; the University does not contribute to an HCRA. When you incur an eligible expense (which includes medical, prescription drug, dental and vision expenses for you and/ or your dependents), you can choose to pay your share of those expenses using an HCRA.

Yes you can use your HRA for your dependents.

In order to receive the healthy incentive, you must complete two out of any three requirements each year by to be funded for the following year. Those actions are a , or a . You will receive more information about these requirements throughout the calendar year.