



# What Are Healthy Bucks?

## *Who can earn Healthy Bucks?*

Healthy Bucks can be earned by any employee, in any cost share, who is enrolled in the Group Health Plan. The Earned Healthy Bucks Monies will be placed in an HRA account as of January 1 of the next year for those employees who are still employed by the County and who have the **Premium Cost Share as of January 1**. All Healthy Bucks earned in the current year will be available for use as of January 1<sup>st</sup> of the following year (Earned in 2024, available January 1, 2025).

## *What is a Health Reimbursement Account (HRA)?*

A Health Reimbursement Account (HRA) is a tax-free account funded totally by the employer. The Employee's account will be credited the first day of the new calendar year following the year the Healthy Bucks were earned. **The maximum dollar amount that can be credited to the employee's account in a Calendar year is \$300.00.** These dollars can be spent during the year or can be left in the account to roll over. This balance may continue to accrue as long as the individual remains employed by the County and remains in the Premium Cost Share plan.

## *How do I earn my Healthy Bucks?*

**Educational programs and activities are organized by the Wellness Manager.** Each program will earn the employee a designated value of Healthy Bucks. On January 1 of following year, the earned Healthy Bucks dollars will be deposited into a tax-free account for the employee to either spend or leave in the account to accrue from year to year.

## *What can I spend my Healthy Bucks on?*

Healthy Bucks can be drawn from your HRA account for the following:

- Co-pays
- Deductibles
- Co-insurance amounts
- Out-of-pockets limits
- Prescription Co-pays
- Retiree Premiums/COBRA Premiums

**To view your HRA account balance or submit a claim,**  
visit [www.askallegiance.com](http://www.askallegiance.com)  
or download the Ask Allegiance app.