

CIGNA Medical Plans – HRA Dollars Proration Schedule

If you choose the Premium Plan, an amount of money is allocated to your Health Reimbursement Account (HRA) on your coverage effective date.

The amount depends on the effective date of your coverage and whether you select Single, Employee & Spouse, Employee & Child(ren) or Family Coverage. See below for the HRA Dollars proration schedule.

Your coverage effective date falls between	Employee Only	Employee / Children	Employee / Spouse	Family
Jan 1 through Mar. 31	\$0.00	\$375.00	\$450.00	\$750.00
Apr 1 through Jun. 30	\$0.00	\$281.25	\$337.50	\$562.50
Jul 1 through Sep t 30	\$0.00	\$187.50	\$225.00	\$375.00
Oct 1 through Dec 31	\$0.00	\$93.75	\$112.50	\$187.50

*Team members who select the Premium Plan and who have a base annual salary greater than \$150,000 do not receive a fixed contribution to the HRA account, but they can earn HRA dollars thru our Motivate Me Program.