

HRA vs. HCSP Contributions and Potential Forfeiture of HRA Account for Bargaining Units 209 and 220

A GUIDE TO DETERMINING WHERE AN EMPLOYEES' HRA BENEFIT WILL GO

IS THE EMPLOYEE:

A) actively employed on January 1, 2026 (in a position in BU 209 or 220);

B) eligible for and receiving an employer contribution to the State's health insurance program on January 1, 2026, under terms of the IFO Agreement or Personnel Plan for Minnesota State Administrators or is receiving coverage as an eligible dependent under the Health Insurance Plan of another state employee, provided that but for such dependent coverage, the individual would be required to receive coverage under terms of the IFO or Personnel Plan agreements; and/or

C) does the employee have an existing HRA account balance of less than \$700 after close of business December 31, 2025 (or no existing account)?

