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5 **A RESOLUTION**
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7 Authorizing and directing the Department of Human Resources – Employee Benefit
8 Division to create a Health Reimbursement Account (HRA) to provide travel benefits to
9 reimburse County employees traveling out of state to receive medical services
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12 WHEREAS, Health Reimbursement Accounts (HRAs) are employer-funded
13 group health plans from which employees are reimbursed tax-free for qualified medical
14 expenses up to a fixed dollar amount per year; and

15 WHEREAS, funds in an HRA can be used to pay for eligible medical expenses,
16 as determined by the Internal Revenue Service (IRS) and the sponsoring employer; and

17 WHEREAS, although Milwaukee County offers a flexible spending account (FSA)
18 benefit to employees, it requires employees to deposit their own money prior to the plan
19 year in order to receive Milwaukee County’s match of \$1 to \$1 up to \$1,000; and

20 WHEREAS, there are employees who do not avail themselves of the FSA
21 benefit, but may need to travel out of state to obtain healthcare services; and

22 WHEREAS, these expenses can be costly and have a disproportionate impact
23 on Black, Indigenous, and People of Color (BIPOC), low-income communities, people
24 with disabilities, and members of the LGBTQ+ community who are likely to have
25 barriers to transportation and related expenses; and

26 WHEREAS, Milwaukee County adopted Chapter 108 of the Code of General
27 Ordinances – Achieving Racial Equity and Health in April 2019 to demonstrate its
28 unwavering commitment to reducing racial and health inequities; and
29

30 WHEREAS, the addition of an HRA to reimburse employees for travel expenses
31 to go out of state for any medical healthcare treatment would assist individuals in
32 making their own healthcare choices; and

33 WHEREAS, the Committee on Personnel, at its meeting of September 5, 2023,
34 recommended adoption of File No. 23-843 (vote 3-2); now, therefore,

35 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby
36 authorizes and directs the Chief Human Resources Officer and Director of Benefits,
37 Department of Human Resources, to establish a Health Reimbursement Account (HRA)
38 for Milwaukee County employees effective January 1, 2024; and

39 BE IT FURTHER RESOLVED, the HRA shall provide the following benefits to
40 comport with Internal Revenue Service (IRS) medical reimbursement guidelines and not
41 create a tax liability for the member:

42 Eligibility

- 43
- 44 • Must be an employee currently on the Milwaukee County Health Insurance plan.
- 45
- 46 • Spouse and dependents shall also be covered under the benefit.

47 Reimbursable Expenses

- 48
- 49 • Employees with single health insurance coverage may be reimbursed expenses
50 annually up to \$1,000.
- 51
- 52 • Employees with spouse and/or dependents coverage may be reimbursed
53 expenses annually up to \$2,000.
- 54
- 55 • Employees may be reimbursed for mileage using the IRS medical mileage rate
56 (For 2023 this is \$0.22 per mile).
- 57
- 58 • Travel must be from the State of Wisconsin to another state in the U.S.
- 59
- 60 • Lodging may be reimbursed at the IRS maximum rate of \$50 per day for the
61 participant or \$100 per day if traveling with a caregiver.
- 62
- 63 • Meals and other expenses shall not be eligible for reimbursement.

64 ; and

65

66 BE IT FURTHER RESOLVED, the Director of Employee Benefits, Department of
67 Human Resources, is requested to communicate this benefit to all eligible employees
68 and provide a report to the County Board no later than July 2024 on its implementation
69 and utilization.

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