

Medical Travel Reimbursement Comparison

	Dane County HRA	Milwaukee Co. Health Plan	Milwaukee Co. Flexible Spending Account	Proposed Milwaukee Co. HRA (Sup. Clancy)
Medical Travel Reimbursed?	Yes, to receive out-of-state abortion healthcare services only	Yes, for limited situations involving cancer, congestive heart care, kidney care, and transplants	Yes	Yes
Eligible Expenses?	Mileage and lodging (22 cents per mile & \$50/night which is IRS limit) Max is \$1,000/yr or \$2,000/yr for family plan	Mileage, lodging, and certain other eligible expenses. Could exceed IRS limit creating taxable situation for employee	All IRS permitted medical travel expenses up to IRS limits	Mileage and lodging (22 cents per mile & \$50/night which is IRS limit.) Same policy as Dane Co.
Employer or Employee Funded?	Employer	Both. Employee has co-pay, deductible, and coinsurance requirements	Both. County provides \$1 for \$1 match up to \$1,000 in Medical FSA. 2,207 employees receive an average of \$854.25 in County funds in 2023.	Employer
Reimbursement for abortion healthcare services?	No	No	Yes. FSA is governed by federal rules on medical procedures eligible for tax exemption	No
Applies to Retirees with Lifetime Healthcare benefits?	No. However, if Milwaukee County provided an HRA it would be available to retirees per Benefits Director based on past court rulings	Yes	No. Retirees are not eligible to participate by law in an FSA	Yes. If Milwaukee County provided an HRA it would be available to retirees per Benefits Director based on past court rulings