



## Know Your Medical FSA

*Eligible and Ineligible Expenses*

Health Benefits

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Medical flexible spending accounts (FSA) and health reimbursement accounts (HRA) are IRS sanctioned benefits, meaning you can use pre-tax dollars to cover eligible expenses. The IRS states that eligible expenses must be primarily to alleviate a physical or mental defect or illness, such as diagnosis, cure, mitigation or treatment of a disease, or for treatments affecting any part or function of the body. You can pay out-of-pocket or be reimbursed for medical expenses such as prescriptions and dental or vision expenses, as well as medical deductibles or co-insurance which are not covered by other healthcare benefits.

To help you better understand what is and isn't eligible for reimbursement (from an FSA or HRA) we've developed the following list. It is not meant to be all-inclusive, and other expenses not specifically mentioned may also qualify.

## Eligible Expenses

### Dental Services:

- Dental X-rays (not employment related)
- Dentures
- Exam/Teeth Cleaning
- Extractions
- Fillings
- Gum Treatment
- Oral Surgery
- Orthodontia/Braces
- Physical Exam

### Lab Exams/Tests

- Blood Tests
- Cardiographs
- Laboratory Fees
- Metabolism Test
- Spinal Fluid Tests
- Urine/Stool Analysis
- X-rays

### Vision Services

- Artificial Eyes
- Contact Lenses
- Eye Exams
- Eyeglasses
- Laser Eye Surgeries
- Prescription Sunglasses
- Radial Keratotomy/LASIK
- Reading Glasses

### Medical Treatments/Procedures

- Acupuncture
- Alcoholism (inpatient treatment)
- Exercise/Fitness Programs (if necessary and prescribed by your doctor)
- Hearing Exams
- Hospital Services
- Infertility Treatment
- In Vitro Fertilization
- Norplant Insertion/Removal
- Physical Exam (not employment related)
- Reconstructive Surgery (if medically necessary due to congenital defect or accident)
- Rolfing
- Speech Therapy
- Sterilization
- Transplants (including organs)
- Treatment for Substance Abuse (alcoholism and drug addiction)
- Vaccinations/Immunizations
- Vasectomy and Vasectomy Reversal
- Weight Loss Programs (as prescribed by your doctor)
- Well Baby Care

### Medical Equipment Supplies and Services

- Abdominal/Back Supports
- Ambulance Services
- Arches/Orthopedic Shoes
- Contraceptives, prescribed
- Crutches
- Guide Dog (for visually/hearing impaired)
- Hearing Devices and Batteries
- Hospital Bed

- Learning Disability Support (special school/teacher)
- Medic Alert Bracelet or Necklace
- Oxygen Equipment
- Prosthesis
- Splints/Casts or Support Hose (requires medical necessity)
- Syringes
- Transportation Expenses (essential to medical care)
- Tuition Fee at Special Schools for disabled child
- Weight Loss Drugs (to treat specific disease)
- Wheelchair
- Wigs (hair loss due to disease)

## Medication

- Insulin
- Prescribed Birth Control and Vitamins
- Prescription Drugs

## Obstetric Services

- Breast Pumps and Supplies (only for supplies that assist with lactation)
- Lamaze Class
- Midwife Expenses
- OB/GYN Exams
- OB/GYN Prepaid Maternity Fees (reimbursable after date of birth)
- Prenatal and Postnatal Treatments

## Practitioners

- Allergist
- Chiropractor
- Christian Science
- Dermatologist
- Homeopath
- Naturopath
- Osteopath
- Physician
- Psychiatrist
- Psychologist

## Over-the-Counter Items

- Acid Controllers
- Allergy & Sinus medicine
- Anti-Diarrheals
- Antifungal

- Anti-Parasitic Treatments
- Baby Electrolytes and Dehydration
- Cold Sore Remedies
- Cough, Cold & Flu
- Digestive Aids
- Eye Care
- Fiber Laxatives
- Foot Care Treatment
- Homeopathic Remedies
- Laxatives (non Fiber)
- Medicated Nasal Sprays, Drops and Inhalers
- Pain Relief Oral and Topical
- Skin Treatments
- Smoking Deterrents
- Acne Medications
- Antibiotics
- Anti-Gas Products
- Anti-Itch & Insect Bite
- Antiseptics & Would Cleansers
- Baby Rash Ointments/Creams
- Contraceptives
- Denture Pain Relief
- Ear Care
- Feminine Anti-Fungal/Anti-Itch
- First Aid Burn
- Hemorrhoidal Preps
- Incontinence Protection & Treatment Products
- Motion Sickness
- Oral Remedies and Treatments
- Medicated Respiratory Treatments
- Sleep Aids & Sedatives
- Stomach Remedies

## Eligible Feminine Protection, Menstrual Care products:

- Cups
- Liners
- Pads
- Tampons
- Disposable and Non Disposable Underwear for Menstruation
- Sponge

Visit the **Health Shopper** link from your member portal and explore FSA eligible options available through Amazon.



## Ineligible Expenses

Expenses to promote general health are not eligible expenses unless prescribed by a physician for a specific medical ailment. This list is not meant to be all-inclusive. The IRS does not allow the following expenses to be reimbursed under FSAs:

- Cosmetic Surgery/Procedures
- Diaper Service
- Hair Loss Medications
- Hair Transplants
- Health Club Dues (if exercise is not prescribed by your physician)
- Insurance Premiums
- Long-Term Care Premiums
- Marriage Counseling
- Maternity Clothes
- Vitamins or Nutritional Supplements
- Teeth Whitening/Bleaching

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