

Know Your FSA Eligible and Ineligible Expenses

Use Your Health Care FSA Wisely

The Flexible Spending Account (FSA) is an IRS sanctioned benefit that allows you to use pretax dollars to cover eligible expenses. The IRS defines eligible health care expenses as amounts paid for the diagnosis, cure, mitigation or treatment of a disease, and for treatments affecting any part or function of the body. The expenses must be primarily to alleviate a physical or mental defect or illness.

Take a look at the following lists for a better understanding of what is and isn't eligible. Other expenses not specifically mentioned may also qualify (for additional information, please contact your Plan Administrator).

Eligible Expenses

BABY/CHILD TO AGE 13

- Lactation Consultant*
- Lead-Based Paint Removal
- Special Formula*
- Tuition: Special School/Teacher for Disability or Learning Disability*
- Well Baby Care

DENTAL

- Dental X-Rays
- Dentures and Bridges
- Exams and Teeth Cleaning
- Extractions and Fillings
- Gum Treatment
- Oral Surgery
- Orthodontia and Braces

EYES

- Artificial Eyes
- Eyeglasses and Contact Lenses
- Laser Eye Surgeries
- Prescription Sunglasses
- Radial Keratotomy/LASIK

HEARING

- Hearing Devices and Batteries
- Hearing Examinations

LAB EXAMS/TESTS

- Blood Tests and Metabolism Tests
- Body Scans
- Cardiographs
- Laboratory Fees
- Urine and Stool Analyses
- X-Rays

MEDICAL EQUIPMENT/SUPPLIES

- Abdominal and Back Supports*
- Air Purification Equipment*
- Arches and Orthopedic Shoes
- Contraceptive Devices
- Crutches and Wheel Chairs
- Exercise Equipment*
- Hospital Beds
- Mattresses*
- Medic Alert Bracelet or Necklace
- Oxygen*
- Post-Mastectomy Clothing
- Prosthesis
- Splints/Casts or Support Hose*
- Syringes
- Wigs*

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and Drug Addiction (inpatient and outpatient treatment)
- Ambulance
- Hospital Services
- Infertility Treatment
- In Vitro Fertilization
- Norplant Insertion or Removal
- Physical Examination (not employment-related)
- Reconstructive Surgery (due to a congenital defect or accident)
- Service Animals*
- Sterilization/Sterilization Reversal
- Transplants (including organ donor)
- Transportation*
- Vaccinations and Immunizations

MEDICATION

- Birth Control
- Homeopathic Medications*
- Insulin
- Prescription Drugs
- Weight Loss Drugs*

OBSTETRICS

- Lamaze Class
- Midwife Expenses
- OB/GYN Exams
- OB/GYN Prepaid Maternity Fees (reimbursable after date of birth)
- Pre- and Postnatal Treatments

PRACTITIONERS

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

THERAPY

- Alcohol and Drug Addiction
- Counseling (not marital or career)
- Exercise*
- Hypnosis
- Massage*
- Occupational
- Physical
- Speech
- Weight Loss Programs*

Note: This list is not meant to be all-inclusive. Also, expenses marked with an asterisk (*) are "potentially eligible expenses" that require a Note of Medical Necessity from your health care provider to qualify for reimbursement.

Over-the-Counter Items Effective 1/1/2011

Employees with an FSA can no longer use their account funds to purchase OTC drugs and medicines (e.g. Advil, ibuprofen, cough syrup) unless they have a Note of Medical Necessity (NMN) or a prescription from their doctor.

If an employee has an NMN or a prescription for an OTC drug or medicine, they must pay at the point of service and submit a manual claim for reimbursement.

Employees can continue to use their FSA funds to purchase OTC items that are not considered a drug or a medicine (e.g. bandages, wound care, contact lens solution). Benefits cards can continue to be used for these purchases.

Ineligible Expenses

The IRS does not allow the following expenses to be reimbursed under FSAs, as they are not prescribed by a physician for a specific ailment.

Note: This list is not meant to be all-inclusive. Also, expenses marked with an asterisk () are "potentially eligible expenses" that require a Note of Medical Necessity from your health care provider to qualify for reimbursement.*

Ineligible Expenses		
<ul style="list-style-type: none">▪ Baby-sitting and Child Care*▪ Contact Lens or Eyeglass Insurance▪ Cosmetic Surgery/Procedures▪ Dancing/Exercise/Fitness Programs*▪ Diaper Service▪ Electrolysis	<ul style="list-style-type: none">▪ Exercise Equipment or Personal Trainers▪ Hair Loss Medication▪ Hair Transplant▪ Health Club Dues*▪ Insurance Premiums and Interest▪ Long-Term Care Premiums	<ul style="list-style-type: none">▪ Marriage Counseling▪ Maternity Clothes▪ Sunscreen▪ Swimming Lessons▪ Teeth Bleaching or Whitening▪ Vitamins or Nutritional Supplements*

For additional information, please contact your human resources department or Plan Administrator.

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