

Know your FSA/HRA Eligible and Ineligible Expenses Maximize the Value of Your Reimbursement Account

Your Health Flexible Spending Account (FSA) and/or Health Reimbursement Account (HRA) dollars can be used for a variety of out-of-pocket health care expenses. The following list is based on eligible and ineligible expenses used by federal employees.

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/well child care

DENTAL

- Dental x-rays
- Dentures and bridges
- Exams and teeth cleaning
- Extractions and fillings
- Oral surgery
- Orthodontia
- Periodontal services

EYES

- Eye exams
- Eyeglasses and contact lenses
- Laser eye surgeries
- Prescription sunglasses
- Radial keratotomy

HEARING

- Hearing Aids and Batteries
- Hearing Exams

LAB EXAMS/TESTS

- Blood tests and metabolism tests
- Body ccans
- Cardiograms
- Laboratory fees
- X-Rays

MEDICAL EQUIPMENT/SUPPLIES

- Air purification equipment*
- Arches and orthotic inserts
- Contraceptive devices
- Crutches, walkers, wheel chairs
- Exercise equipment*
- Hospital beds*
- Mattresses*
- Medic alert bracelet or necklace
- Nebulizers
- Orthopedic shoes*
- Oxygen*
- Post-mastectomy clothing
- Prosthetics
- Syringes
- Wigs*

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and drug/substance abuse (inpatient treatment and outpatient care)
- Ambulance
- Fertility enhancement and treatment
- Hair loss treatment*
- Hospital services
- Immunization
- In Vitro fertilization
- Physical examination (not employment-related)
- Reconstructive surgery (due to a congenital defect, accident, or medical treatment)
- Service animals
- Sterilization/sterilization reversal
- Transplants (including organ donor)
- Transportation*

MEDICATIONS

- Insulin
- Prescription drugs

OBSTETRICS

- Doulas*
- Lamaze class
- 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
- Naturopath*
- Optometrist
- Osteopath
- Physician
- Psychiatrist or Psychologist

THERAPY

- Alcohol and drug addiction
- Counseling (not marital or career)
- Exercise programs*
- Hypnosis
- Massage*
- Occupational
- Physical
- Smoking cessation programs*
- Speech
- Weight loss programs*

HRA ELIGIBLE

- Insurance premiums
- Long-term care premiums

Note: This list is not meant to be all-inclusive, as other expenses not specifically mentioned may also qualify. 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. For additional information, check your Summary Plan Document or contact Infnisource.

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

Ineligible Expenses

- Contact lens or eyeglass insurance
- Cosmetic surgery/procedures
- Electrolysis
- Insurance premiums and interest (FSA ineligible only)
- Long-term care premiums (FSA ineligible only)
- Marriage or career counseling
- Personal trainers
- Sunscreen (SPF less than 30)
- Swimming lessons

Note: This list is not meant to be all-inclusive.

Please note: The IRS will not allow OTC medicines or drugs to be purchased with Health FSA or HRA funds unless accompanied by a prescription.

Eligible Over-the-Counter Items

Note: Product categories are listed in bold face; common examples of products are listed in regular face.

The following is a high level list of over-the-counter (OTC) items that clearly are not medicine or drugs and are eligible for purchase with Health FSA or HRA dollars. You can use your benefits card for these items

- **Antiseptics, wound cleansers**
Alcohol, peroxide, Epsom salt
- **Baby electrolytes**
Pedialyte, Enfalyte
- **Denture adhesives, repair and cleansers**
PoliGrip, Benzodent, Efferdent
- **Diabetes testing and aids**
Insulin, Ascencia, One Touch, Diabetic Tussin, insulin syringes, glucose products
- **Diagnostic products**
Thermometers, blood pressure monitors, cholesterol testing
- **Elastics/athletic treatments** ACE, Futuro, elastic bandages, braces, hot/cold therapy, orthopedic supports, rib belts
- **Eye care**
Contact lens care
- **Family planning**
Pregnancy and ovulation kits
- **First aid dressings and supplies**
Band Aid, 3M Nexcare, non-sport tapes
- **Hearing aid/medical batteries**
- **Incontinence products** Attends, Depend, GoodNites for juvenile incontinence
- **Reading glasses and maintenance accessories**

For additional information, please contact:

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