# Know Your Health Care FSA Eligible and Ineligible Expenses

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

<table>
<thead>
<tr>
<th>Eligible Expenses</th>
<th>Medical Equipment/Supplies</th>
<th>Medical Procedures/Services</th>
<th>Medications</th>
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</thead>
<tbody>
<tr>
<td><strong>BABY/CHILD TO AGE 13</strong></td>
<td>- Lactation Consultant*</td>
<td>- Acupuncture</td>
<td>- Insulin</td>
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<td></td>
<td>- Lead-Based Paint Removal</td>
<td>- Alcohol and Drug/Substance Abuse (inpatient treatment and outpatient care)</td>
<td>- Prescription Drugs</td>
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<td>- Special Formula*</td>
<td>- Ambulance</td>
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<td>- Tuition: Special School/Teacher for Disability or Learning Disability*</td>
<td>- Fertility Enhancement and Treatment</td>
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<td>- Well Baby/Well Child Care</td>
<td>- Hair Loss Treatment*</td>
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<td><strong>DENTAL</strong></td>
<td>- Dental X-Rays</td>
<td>- Hospital Services</td>
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<td>- Dentures and Bridges</td>
<td>- Immunization</td>
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<td></td>
<td>- Exams and Teeth Cleaning</td>
<td>- In Vitro Fertilization</td>
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<td>- Extractions and Fillings</td>
<td>- Physical Examination (not employment-related)</td>
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<td>- Oral Surgery</td>
<td>- Reconstructive Surgery (due to a congenital defect, accident, or medical treatment)</td>
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<td>- Orthodontia</td>
<td>- Service Animals</td>
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<td>- Periodontal Services</td>
<td>- Sterilization/Sterilization Reversal</td>
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<td><strong>EYES</strong></td>
<td>- Eye Exams</td>
<td>- Transplants (including organ donor)</td>
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<td>- Eyeglasses and Contact Lenses</td>
<td>- Transportation*</td>
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<td></td>
<td>- Laser Eye Surgeries</td>
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<td></td>
<td>- Prescription Sunglasses</td>
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<td>- Radial Keratotomy</td>
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<td><strong>HEARING</strong></td>
<td>- Hearing Aids and Batteries</td>
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<td>- Hearing Exams</td>
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<td><strong>LAB EXAMS/TESTS</strong></td>
<td>- Blood Tests and Metabolism Tests</td>
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<td>- Body Scans</td>
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<td>- Cardiograms</td>
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<td>- Laboratory Fees</td>
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### 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 Letter of Medical Necessity from your health care provider to qualify for reimbursement. For additional information, check your Summary Plan Document or contact your Plan Administrator.
The IRS does NOT allow the following expenses to be reimbursed under Health Care FSAs, 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 does not allow Over-the-Counter (OTC) medicines or drugs to be purchased with Health Care FSA funds unless accompanied by a prescription and the prescription is filled by a pharmacist. If you have an OTC prescription, you can use your benefits card for these purchases.

**Ineligible Over-the-Counter Medicines and Drugs (unless prescribed in accordance with state laws)**

- Acid controllers
- Acne medications
- Allergy & sinus
- Antibiotic products
- Antifungal (Foot)
- Antiparasitic treatments
- Antiseptics & wound cleansers
- Anti-diarrheals
- Anti-gas
- Anti-itch & insect bite
- Baby rash ointments & creams
- Baby teething pain
- Cold sore remedies
- Contraceptives
- Cough, cold & flu
- Denture pain relief
- Digestive aids
- Ear care
- Eye care
- Feminine antifungal & anti-itch
- Fiber laxatives (bulk forming)
- First aid burn remedies
- Foot care treatment
- Hemorrhoidal preps
- Homeopathic remedies
- Incontinence protection & treatment products
- Laxatives (non-fiber)
- Medicated nasal sprays, drops, & inhalers
- Medicated respiratory treatments & vapor products
- Motion sickness
- Oral remedies or treatments
- Pain relief (includes aspirin)
- Skin treatments
- Sleep aids & sedatives
- Smoking deterrents
- Stomach remedies
- Unmedicated vapor products

OTC items that are not medicines or drugs remain eligible for purchase with FSAs. You can use your benefits card for these items.

**Eligible Over-the-Counter Items** *(Product categories are listed in bold face; common examples are listed in regular face.)*

- Baby Electrolytes and Dehydration
  - Pedialyte, Enfalyte
- Contraceptives
  - Unmedicated condoms
- Denture Adhesives, Repair, and Cleansers
  - PoliGrip, Benzodent, Plate Weld, Efferdent
- Diabetes Testing and Aids
  - Ascencia, One Touch, Diabetic Tussin, insulin syringes; glucose products
- Diagnostic Products
  - Thermometers, blood pressure monitors, cholesterol testing
- Ear Care
  - Unmedicated ear drops, syringes, ear wax removal
- 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
- Foot Care Treatment
  - Unmedicated corn and callus treatments (e.g., callus cushions), devices, therapeutic insoles
- Glucosamine &/or Chondroitin
  - Osteo-Bi-Flex, Cosamin D, Flex-a-min Nutritional Supplements
- Hearing Aid/Medical Batteries
- Home Health Care (limited segments)
  - Ostomy, walking aids, decubitis/pressure relief, enteral/parenteral feeding supplies, patient lifting aids, orthopedic braces/supports, splints & casts, hydrocortisone, nebulizers, electrotherapy products, catheters, unmedicated wound care, wheel chairs
- Incontinence Products
  - Attends, Depend, GoodNites for juvenile incontinence, Prevail
- Nasal Care
  - Saline Nasal Spray
- Prenatal Vitamins
  - Stuart Prenatal, Nature’s Bounty
- Reading Glasses and Maintenance Accessories

For additional information, please contact your Plan Administrator.