# Health Care FSA 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 (reimbursable after payment)
- 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 Scans
- 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 to Medical Facility

## MEDICATIONS/DRUGS

- Insulin
- Prescription Drugs
- **Over the Counter Drugs/Medicines *(such as Tylenol, Advil, NyQuil, etc.)*

## 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*

**Please Note:** Effective 1/1/2020, the IRS now allows personal protective items to prevent the spread of covid, such as, masks, sanitizer and wipes, as well as Over the Counter (OTC) medicines/drugs and feminine care products may now be purchased with Health Care FSA or certain HRA plans. *Vitamins & supplements are not eligible.*

The following is a high-level list of OTC items that are *not* medicine or drugs and ***are eligible*** for purchase with Health Care FSA Plans.

### 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
- Reading Glasses and Maintenance Accessories

### Family Planning
- Pregnancy and ovulation kits

### First Aid Dressings and Supplies
- Band Aid, 3M Nexcare, non-sport tapes *without antiobiotic strip

### Incontinence Products
- Attends, Depend, GoodNites for juvenile incontinence

***Items with an asterisk are potentially eligible with a Letter of Medical Necessity from a licensed physician.**