



## MEDICAL OUT-OF-POCKET EXPENSE REIMBURSEMENT GUIDELINES

Eligible Expenses: Health FSAs are permitted to reimburse drugs, medicines and supplies that meet the definition of medical care under Code 213(d), including items purchased over-the-counter.

### MEDICAL CARE:

Adoption/Medical Expenses  
Ambulance Services  
Blood Pressure Monitoring  
Body Scans  
Contact Lenses  
Contraceptives such as Birth Control Pills, Vasectomy, and Norplant  
Co-Pays & Deductibles for Medical, Dental, and Vision  
Costs for a Guide Dog for the Blind or Deaf  
Dental Check Ups and Care  
Drug Addiction Treatments  
Fertility Treatments (Only for inability to conceive naturally)  
Hearing Aids/Supplies  
Hospital Services  
Immunizations  
Lab / X-ray Fees  
LASIK Eye Surgery  
Operations (non-cosmetic)  
Orthodontia  
Prescription Drugs  
Pregnancy Tests  
Smoking Cessation Products such as Nicorette

**Dual-Purpose:** These items are reimbursable *only with appropriate substantiation from a health care provider that they are being used for medical care.*

Acne Treatments  
Allergy Treatment Equipment  
Birthing Classes  
Counseling (only for a medical reason)  
Health Club Dues/Fitness Fees  
Massage Therapy  
Orthopedic Shoes and Inserts

**Ineligible Expenses:** These items are *not* reimbursable under any circumstances.

Any illegal treatments  
Breast Enhancement Surgery  
Cosmetic Procedures  
Hair Re-Growth Treatments  
Life Insurance Premiums

### OVER-THE COUNTER ITEMS:

Allergy Medications such as Claritin and Benadryl  
Antacids such as Zantac, Pepcid AC, Prilosec, and Tagamet  
Bandages such as Band-Aids, Gauze, and tape  
Cough and Cold Medications such as Nyquil, Robitussin and Pedicare.  
Contraceptives such as Condoms  
Contact Lens Solutions and Cleaners  
Denture Adhesives  
Diabetic Supplies  
Diaper Rash Ointments  
Diarrhea Medicines  
First Aid Supplies  
Hemorrhoid Treatments  
Laxatives such as Phillip's Milk of Magnesia  
Menstrual Relief such as Pamprin and Midol  
Motion Sickness pills  
Nasal Decongestant Sprays, Drops, and Inhalers  
Pain Relievers such as Tylenol, Motrin, Aleve and Aspirin  
Prenatal Vitamins if Accompanied by Physicians statement  
Sleeping Aids such as Unisom and Somnex  
Thermometers  
Topical Antibiotics such as Bacitracin, Neosporin, and Hydrocortisone Cream

Vitamins (*must be* recommended by a medical practitioner to treat a specific medical condition)  
Skin Care Treatments  
Weight Reduction Programs  
Alternative Healers such as Herbal and Holistic  
Cold or Hot Compresses  
Dietary Supplements  
Sun Screen Products

Marriage Counseling  
Prepayment for Services  
Teeth Bleaching or Whitening  
Toiletries such as Toothpaste, Shampoo/Conditioner, Soap Shaving Items, and any other Personal Care Item which is not used for Illness or injury