

Eligible and Ineligible Expenses

Under Your Health Care Flexible Spending Account (HFSA)

General Information

Your employer offers a health care flexible spending account benefit to help offset your out of pocket health care costs. Ceridian provides administrative services for the HFSA, including claims processing and customer service.

Electing HFSA coverage

You determine an amount to be withheld from your annual pay before taxes, your employer deducts that amount in equal installments from your paychecks, and you may be reimbursed from the HFSA for what the IRS considers medical care expenses.

Use it or lose it

You and your employer share a small level of risk in electing and providing this benefit. If your annual eligible medical expenses are less than your annual election amount, you forfeit any unused balance. For this reason, it's important to accurately predict your medical expenditures.

Uniform coverage rule

On the other hand, your employer is required to fund your HFSA up to your annual election regardless of how much you have actually contributed as of the date you submit a claim for reimbursement. This means your full annual election amount is available to you for reimbursement as of the first day of coverage.

Note regarding changes for October, 2009.

The following changes will be effective for expenses incurred **on or after October 1, 2009**. Expenses incurred prior to October 1, 2009 remain subject to the rules in place at the time the expense was incurred.

You can be reimbursed for the following expenses without the need for a physician's statement:

- OTC Acne Medicine

Definition of medical care

In the context of your HFSA, the IRS defines medical care as the diagnosis, cure, mitigation, treatment, or prevention of disease, or for the purpose of affecting any structure or function of the body, and transportation primarily for and essential to medical care. Neither Ceridian nor your employer has the discretion to reimburse expenses that don't meet this definition, or the tax benefits to all participating employees could be lost.

When are expenses incurred?

Under IRS rules, HFSA expenses are incurred when the medical services are provided, not when you pay or are billed for them.

Cosmetic surgery is not medical care

Medical care does not include cosmetic surgery or other similar procedures, unless the surgery or procedure is necessary to ameliorate a deformity arising from, or directly related to, a congenital abnormality, a personal injury resulting from an accident or trauma, or disfiguring disease. Cosmetic surgery means any procedure (including drug regimens) that is directed at improving the patient's appearance and does not meaningfully promote the proper function of the body or prevent or treat an illness or disease.

Physician's statement

Some expenses, such as most drugs, crutches or surgery, are obviously incurred for medical reasons, while others, such as massage or cosmetic surgery, can be incurred for either medical or personal reasons. In order to be reimbursed from a HFSA, such dual purpose expenses must be supported with a physician's statement to demonstrate they are truly for medical care. Other expenses, such as expenses for learning disabilities, may require a statement from the teacher that he or she specializes in treating such conditions, in addition to a physician's statement. You must submit a physician's statement when requested. You are more likely to receive reimbursement if you properly complete and submit Ceridian's form than if you ask your physician to compose one – there are numerous technical requirements of which most physicians are not aware. Submitting a physician's statement, including Ceridian's form, does not guarantee you will be reimbursed.

[Click here for Ceridian's physician's statement](#)

Partially eligible expenses

Certain expenses are only partially eligible. Generally, the cost of a special item (such as a telephone for the hearing impaired) used for medical care is eligible to the extent it exceeds the cost of a regular such item. You may be asked to document the difference in price between special and normal items.

Orthodontia expenses

The IRS recognizes that orthodontia services are generally provided over an extended period of time, often with no direct relationship between the date of treatment and the payments. As a result, the rules for reimbursing orthodontia are slightly different than other health care expenses.

[Click here for more information on orthodontia](#)

To help provide you with guidance on which expenses may be reimbursed through your HFSA, we have provided a table of common expenses on the following pages. This table will aid in determining which expenses are eligible, ineligible or may be eligible when submitted with a physician's statement.

HFSA Eligible and Ineligible Expense Table

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Type of Expense	Ruling	Notes, examples
Abortion	Eligible	
Acne surgery	Eligible	
Acupuncture	Eligible	
Adoption medical expenses	Eligible	
Air Purification Equipment: Humidifier, Vaporizers, Air Filtration, Replacement Filter, Allergy Home Air System	Ineligible as an expense for personal use or general health. To become eligible, claim must be supported by a physician's statement	
Alcoholism treatment	Eligible	Include: meals and lodging at inpatient facility
Allergy Products: Bed pads, sheets, pillows, special vacuum, vacuum filter, home improvements	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement. The reimbursable amount is limited to the cost that exceeds that cost of the regular item.	
Ambulance	Eligible	
Anesthesiologist	Eligible	
Anesthesiologist for cosmetic/ineligible procedure	Ineligible	
Appraisal for capital expenditure	Eligible with physician's statement	
Artificial insemination	Eligible	
Artificial limb	Eligible	
Artificial teeth	Eligible	

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Type of Expense	Ruling	Notes, examples
Autopsy of deceased participant or his/her dependent or spouse	Ineligible	
B-12 injections	Ineligible	
Babysitting	Ineligible	
Bandages, Braces and Liquid Adhesive	Eligible	Ace, Tru-fit, Futuro, Band-Aid
Bath and Shower Aids: Tub grab bar, shower bench/chair/stool	Eligible	Medline, Nova
Before/After Surgery Products	Eligible	Impact, Recover, Peptinex, ReSource, Tolerex, Vivonex
Birth Control Pills	Eligible	
Blepharoplasty	Eligible with physician's statement	
Blood pressure monitor and kits	Eligible	
Body scans, health screening	Eligible	
Botox	Ineligible as an expense for cosmetic purposes. To become eligible, claim must be supported by a physician's statement.	
Braille books and magazines	Eligible - the reimbursable amount is limited to the cost that exceeds the cost of the regular item	
Breast Feeding Cold/Heat Packs (for pain)	Eligible	
Breast Feeding Supplies: Breast pump, breast pads, breast milk freezing bags, breast shells, cooler tote bags for pumped breast milk	Ineligible as an expense for personal use/convenience To become eligible, claim must be supported by a physician's statement	
Breast Feeding/Lactation Consultation or Classes	Ineligible as an expense for general health. To become eligible, claim must be supported by a physician's statement	
Breast Reconstruction Surgery	Eligible	
Breast milk supplement	Eligible with physician's statement	Must demonstrate treatment of medical condition, not simply choice or convenience
Bug Repellant	Eligible with a physician's statement	
COBRA premiums	Ineligible	

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Type of Expense	Ruling	Notes, examples
Cancellation fee of ortho contract	Ineligible	Doesn't alleviate medical condition
Capital expenditures, special equipment and modifications to the home	Eligible with physician's statement, but the cost must be reduced by the increase in the property value	See Publication 502 for a list of improvements that IRS says doesn't increase property value (ramps, railings, etc.)
Car modifications to accommodate disability	Eligible with physician's statement	
Car to accommodate a wheelchair	Eligible with physician's statement, but only the cost above a normal car	
Chelation therapy	Eligible	
Childbirth classes	Eligible for the full amount	
Childcare	Ineligible	
Chinese herbal doctor visit	Eligible with physician's statement	Must be legal in the state
Chiropractic care plans	Ineligible	Act as premiums
Chiropractor	Eligible	
Christian Science practitioner	Eligible if for medical care	
Circumcision	Eligible	
Clarinet lesson	Eligible with physician's statement	For severe teeth malocclusion
Clip-ons for glasses	Ineligible	Reason: no corrective feature See Sunglasses, non-prescription
Coinsurance	Eligible	
Colon cleansing / Colonics (prescription or OTC)	Eligible with physician's statement	Example: Colonix (hydrotherapy)
Condoms	Eligible	Durex, LifeStyles, Trojan
Controlled substances	Eligible	
Copay	Eligible	Copays are eligible
Corrective eye surgery, radial keratotomy, Lasik, etc.	Eligible	

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Type of Expense	Ruling	Notes, examples
Cosmetic surgery	Eligible with physician's statement	Must demonstrate that surgery ameliorates accepted underlying condition or injury
Cotton balls, Swabs, Q-Tips	Ineligible	
Cranial Technology - Infant or Adult	Eligible	Generally, medical equipment for infants to correct plagiocephaly (abnormal head shape/flat head syndrome)
Crutches	Eligible	Rent or buy
Dancing lessons	Eligible with physician's statement	
Deductibles	Eligible	
Dental treatment including: X-rays, fillings, extractions, dentures, implants, crowns, sealants	Eligible	
Dental treatment including: veneers and bonding	Eligible with physician's statement clearly demonstrating that veneers or bonding are needed for proper tooth function	Usually cosmetic
Denture treatment including: Repair and supplies such as adhesive or cleanser	Eligible	Cushion Grip, Dentemp, Ezo, Fixodent, Polident, Sea-Bond, Super Poli-Grip
Dental treatment including: Teeth whitening	Ineligible	
Dependent care expenses	Ineligible	
Dermatologist	Eligible	
Diabetes management class	Eligible	
Diabetic Supplies: Monitoring system, insulin pump, glucose kit, test strips, lancets, syringes, alcohol swabs	Eligible	Accu-check, Ascensia, Freestyle, One Touch, Precision, BD
Diapers or diaper service for infants/children	Ineligible	
Diapers, diaper service for mentally or physically impaired person	Eligible with physician's statement	
Diet Program Fees	Ineligible as an expense for general health. To become eligible, claim must be supported by a physician's statement	Membership and periodic meeting fees for programs such as Jenny Craig, Weight Watchers, etc.

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Type of Expense	Ruling	Notes, examples
Disposable and Dermatological Cotton and Latex Gloves	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	Cara, Playtex, Safeskin, Kimberly-Clark
Doula, doolah, abdula	Ineligible	
Drug addiction treatment	Eligible	Include: meals, lodging, at inpatient facility
Drug Tests/Screenings including OTC	Eligible	
Ear Wax Removal System	Eligible	Murine, Otix Drops, Physician's Choice, Cerumenex
Ear piercing	Ineligible	
Ear plugs	Eligible with physician's statement	
Egg donor expenses	Eligible	
Electric or Sonic Toothbrush	Ineligible	Braun
Electro-dermal screening	Eligible with physician's statement	Usually a cosmetic procedure
Employment taxes for nursing services paid by participant Example: Social Security tax, FUTA, Medicare tax	Eligible	Include as medical expense only the amount of taxes paid for eligible medical services
Epsom Salt	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	
Exercise Equipment	Ineligible as expense for personal use or general health. To become eligible, claim must be supported by a physician's statement	
Eye exam	Eligible	

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Type of Expense	Ruling	Notes, examples
Eyewear: Clip-ons for glasses	Eligible with physician's statement to treat medical condition	Reason: no corrective feature
Eyewear: Coatings / tints Including: anti-reflective (AR), scratch resistant (SR), ultra-violet (UV), crizal tints, polarized, photo chromic, transition, mirror, double gradient	Eligible	
Eyewear: Contact lenses non-prescription (vanity)	Ineligible	No corrective feature
Eyewear: Contact lenses prescription	Eligible	
Eyewear: Eye patches (Coverlet)	Eligible	
Eyewear: Frames (without lens)	Eligible	Frames alone are eligible, no need to submit a supporting receipt for lenses to reimburse frames.
Eyewear: Lens cleaning supplies, contact cleaning procedure	Eligible	
Eyewear: Misc. options including cases, sports wraps and chains.	Ineligible	
Eyewear: OTC reading glasses	Eligible	
Eyewear: Prescription lens (with and without frames) including progressive (bifocals, trifocals) and polycarbonate (plastic)	Eligible	

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Type of Expense	Ruling	Notes, examples
Eyewear: prescription swim, prescription sport and prescription safety goggles	Eligible	
Eyewear: Protection plans, warranties, etc. (BPP = Breakage Protection Plan)	Ineligible	
Eyewear: Sunglasses, non-prescription	Eligible with physician's statement to treat medical condition	Reason: No corrective feature
Eyewear: Sunglasses, prescription	Eligible	
Face lift	Ineligible	See cosmetic surgery
Face mask to prevent airborne diseases	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	Liberty
Fees for interim, short term storage of sperm, egg, embryo	Ineligible as an expense for long term storage. To become eligible, claim must be supported by a physician's statement demonstrating conception procedures are immediate or currently in process	
Female Contraceptives and Spermicidal Products: Films, Gels, Inserts	Eligible	Advantage-S, Encare, Gyno II, Ortho, VCF
Feminine Hygiene Products	Ineligible - personal use items	FDS, Massengill, Summer's Eve
Feminine Products: Sanitary napkins/pads, tampons	Ineligible - personal use item	Kotex, O.B., Playtex, Tampax, Always, Stayfree

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Type of Expense	Ruling	Notes, examples
Fertility treatments	Eligible	Yes, to the extent the treatment impacts the participant or a dependent of the participant. Expenses paid to or for an in vitro surrogate may not be deductible unless the surrogate is a tax dependent.
Fiber Supplements	Ineligible as an expense for general health. To become eligible, claim must be supported by a physician's statement	Citrucel, Metamucil, Fiber Con
First Aid Kits	Eligible	Johnson & Johnson First Aid Kit, American Medical Association All Purpose First Aid Kit
Fluoridation device	Eligible with physician's statement	
Fluoride pills, fluoride vitamins, fluoride supplements	Eligible	Not OTC
Food - Diet / Weight Loss	Ineligible - satisfies normal nutritional needs	Jenny Craig
Foods - Alleviates or treats an illness such as allergies or lactose intolerant	Ineligible as an expense which satisfies normal nutritional needs. To become eligible, claim must be supported by a physician's statement. The reimbursable amount is limited to the cost that exceeds the cost of the regular item	Wheat free food for individuals who are allergic to wheat. Lactose intolerant food
Funeral expenses	Ineligible	
Gauze pads, dressing, and tape	Eligible	3M Nexcare, Curity, Dome, Johnson & Johnson
Genetic testing to determine medical condition	Eligible	
Genetic testing to determine sex of unborn child	Ineligible	
Guide dog or other animal for visually or hearing impaired	Eligible	Include purchase and training Participant must indicate this is a working animal

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Type of Expense	Ruling	Notes, examples
Gym Membership, fitness or health club fees	Eligible with physician's statement	
HMO premiums	Ineligible	
Hair transplant	Ineligible	
Hand-held showerhead	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	
Health club medical screening tests: EKG, cholesterol count	Eligible with physician's statement	
Hearing aid insurance	Ineligible	
Hearing aids and batteries	Eligible	
Home health care, at home nursing services	Eligible	
Homeopathic provider treatment	Eligible with physician's statement	
Hospital services	Eligible	Include treatment, lodging, meals
Household help	Ineligible	See nursing services
Hypnosis	Eligible with physician's	
Hypnotherapy, hypnosis	Eligible with physician's statement	
Illegal drugs	Ineligible	If state and Federal law conflict, apply Federal law. Example: Marijuana, Vioxx
Illegal operations, treatment	Ineligible	If state and Federal law conflict, apply federal law
Incontinence Supplies: Briefs, guards, pads, bed pads, shields, undergarments	Eligible	Depends, Poise, Serenity, Store Brands
Infant Medicine Dispenser	Eligible	NUMI Med
Infertility treatment	Eligible	See Fertility Treatments
Insurance premiums	Ineligible	
Interest on Ortho loans	Ineligible	If statement indicates interest, we must get itemized breakdown
Interest payments on ortho loan or contract	Ineligible	

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Type of Expense	Ruling	Notes, examples
Inversion Table / Inversion Therapy	Eligible with physician's statement	
Invisline	Eligible	Clear removable aligners to straighten teeth (braces)
Labor, Colic, or Yoga Ball	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	
Laboratory fees	Eligible	Must be a part of medical care
Lamaze classes	Eligible for the full amount	
Language training for disabled or dyslexic child	Eligible with physician's statement	
Lead-based paint removal	Eligible with physician's statement	Medical condition must be lead poisoning or related
Learning disability: school teacher, tutor	Eligible with physician's statement	The school teacher or tutor must specialize in teaching learning-disabled children
Legal fees incident to divorce	Ineligible	Ineligible even with physician's statement
Legal fees incident to proceeding authorize treatment for mental illness	Eligible	
Lime disease vaccination	Eligible	
Lodging during eligible trip for person receiving care and for person medically required to also be present	Eligible	Limit of \$50.00 per night per person
Long term care expenses for room, board	Ineligible	
MD VIP Program	Ineligible as a premium	
Mailed medical products	Eligible	Date of service is the order date
Maintenance, repair of eligible medical equipment (eyeglasses, hearing aids, wheelchairs, etc.)	Eligible	

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Type of Expense	Ruling	Notes, examples
Marijuana	Ineligible	Even if legal in state, if state and federal law conflict, we apply Federal law
Marriage and family counseling	Eligible with physician's statement	Must demonstrate treatment of medical condition
Massage, massage therapy	Eligible if provided by a chiropractor/chiropractor's office or with a physician's statement	
Mastectomy bra	Eligible	
Maternity Bra	Ineligible	
Maternity clothing	Ineligible	
Mattress and/or Box Springs: Special support, hypoallergenic	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement. The reimbursable amount is limited to the cost above the regular item.	Generally for allergies or back problems
Meals in hospital or similar situation while inpatient	Eligible	
MedicAlert bracelet, necklace, service	Eligible	
Medical alert system for visually impaired	Eligible with physician's statement	
Medical Conference/Classes relating to a chronic illness for a participant, spouse, or dependent	Eligible with physician's statement	The costs of the medical conference must be primarily for and necessary to the medical care of the participant, spouse, or dependent. Include admission and transportation. See mileage and transportation
Medical equipment, presurgery	Eligible with physician's statement	Must be considered medical equipment (i.e., high powered enema)
Medical fees (FMLA paperwork, chart copies)	Eligible	
Medical records storage or transfer	Eligible	
Medical Savings Accounts (MSA)	Ineligible	Participant may not have both HFSA and MSA
Medical services, treatment	Eligible	

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Type of Expense	Ruling	Notes, examples
Mental health counseling	Eligible	
Midwife	Eligible	
Mileage expenses incurred for medical services	Eligible with proof of medical services performed that day. Eligible amount limited to either actual expenses or IRS mileage rate based on when the expense was incurred.	IRS Mileage rates: 2010: 16.5 cents 2009: 24 cents 2008: (7/01 – 12/31), 27 cents 2008: (1/1 – 6/30), 19 cents
Nasal Strips: Sinus, Snoring	Eligible	
Nebulizers, CPAP, BIPAP	Eligible	
Nicotine patches, candy, gum	Eligible	
Norplant insertion, removal	Eligible	
Nursing home expenses for actual medical treatment	Eligible	
Nursing home expenses for room, board	Eligible with physician's statement	Statement must show that primary reason for being in home is for medical treatment
Nursing services where mother had C-section	Eligible with physician's statement for care of mother	Not for care of healthy baby
Nutritional counseling	Eligible with physician's statement	Usually for diabetes or heart disease
Nutritional supplements available only by prescription	Eligible with physician's statement but only for the cost above normal foods	The physician signing the statement must be on the approved list
OTC Acne Medicine: Soaps, Creams, Pills	Expenses incurred on or after 10-1-09 Eligible Expenses incurred prior to 10-1-09 Eligible with a physician's statement	Stridex, Clean and Clear, Proactive, LomaLux, Clearasil, Store Brand Acne Medication
OTC Alertness Aid	Ineligible	NoDoz, caffeine pills
OTC Allergy Medicine: Pills, Drops, Sprays	Eligible	Actifed, Advil, Afrin, Alavert, Benadryl, Chlor-Trimeton, Claritin, Tavist, Tylenol, Vicks, Diphedryl, Sudafed, Store Brands
OTC Asthma	Eligible	Bronkaid, Inhaler, Inhaler Refills, Store Brands

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OTC Cold Relief: Pills, Sprays, Lozenges, Rubs, Night time vapor plug	Eligible	Actifed, Dimetapp, Drixoral, Robitussin, Sudafed, Triaminic, Advil, Contrex, Theraflu, Tylenol Flu, Chloraseptic, Store Brands
OTC Cold Sore Relief	Eligible	Novitra, Abreve, Store Brands
OTC Cosmetics: Face Creams, Lotions, Make-up, Nail Care, Teeth Whitening	Ineligible	Olay, Aveeno, Jergens, St. Ives, L'Oreal, Neutrogena, Almay, CoverGirl, Maybelline, Cutex, Revlon, Sally Hansen, Store Brands
OTC Diabetic Treatment	Eligible	Insulin, Glucose Tablets
OTC Dietary supplements, herbal, homeopathic or naturopathic remedies, minerals, nutrients, vitamins, amino acids, hormones, enzymes	Ineligible as an expense for general health To become eligible, claim must be supported by a physician's statement	Ensure, Acidophilus, Coenzymes, Q-10, DHEA, Fish Oils, Glucosamine and Chondroitin, L-Carnitine, Lecithin, Melatonin, MSM, Omega-3, SAM-e, Shark Cartilage, Echinacea, Flax Seed Oil, Garlic, Ginkgo Biloba, Herbs, Lutein, Menopause Supplements, Calcium, Chromium, Picolinate, Iron, Lysine, Magnesium, Potassium, Selenium, Zinc, A's, B's, D's, E's, Antioxidants, C's, E's, Folic Acid, Multi-Vitamins, Niacin, Children's or Senior Vitamins
OTC Eye and Ear Treatment	Eligible	Visine, Swim-ear, Store Brands
OTC Foot Treatments: Athletes Foot, Anti Fungal Solutions, Bunions/Spurs	Eligible	Micatin, Fungi Care, Lotrimin, Store Brands
OTC Hair Growth Medicines	Ineligible as a cosmetic procedure To become eligible, claim must be supported by a physician's statement	Nu Hair, Rogaine, Store Brands
OTC Hemorrhoid Relief	Eligible	Hemorid, Anusol, Preparation H, Nupercainal, Tucks, Store Brands
OTC Illegally Procured	Ineligible	Marijuana
OTC Jock Itch	Eligible	Tinactin, Micatin, Lotrimin AF, Lamisil AT, Cruex, Store Brands
OTC Lice Treatment	Eligible	Licefree, Rid, Pronto, Store Brands

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Type of Expense	Ruling	Notes, examples
OTC Lubricants	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	K-Y, Lubrin, Replens, Vagisil
OTC Ovulation Tests and monitors	Eligible	Answer, First Response, ClearBlue Easy
OTC Pain Relievers: Arthritis, Back Pain, Headaches, Menstrual, Urinary Pain Relief	Eligible	Aspirin, Ibuprofen, Advil, Midol, Motrin, Bayer, Doan's, Aleve, Excedrin, Pamprin, Premsyn PMS, Azo, Prodiurn, Tylenol, Store Brands
OTC Pregnancy Tests	Eligible	Accu-Clear, Answer, ClearBlue Easy, E.P.T., Fact Plus Pro, Fact Plus Select, First Response, Store Brands
OTC Sleeping Aids	Eligible	Alluna, Natrol, Nyto1, Unisom, Store Brands
OTC Smoking Cessation: Devices, Patches, Gum, Lozenges	Eligible	Endit, Lite'n Up, Smoke Away, Venturi, Nicorette, NicoDerm CQ, Nicotrol
OTC Stomach Remedies: Antacid, Acid Reducers, Anti Diarrhea, Laxatives, Gas Relief, Lactose Intolerant Pills, Motion Sickness Pills	Eligible	Axid AR, Pepcid, Prilosec, Tagamet, Zantac, Tums, Rolaids, Alka-Seltzer, Maalox, Mylanta, Pepto-Bismol, Phillips, Gaviscon, Gas-X, Lactaid Pills, Bonine, Dramamine, Emetrol, Store Brands
OTC Sun Block/Sunscreen	Eligible	Coppertone, Hawaiian Tropics, Bull Frog
OTC Toiletries: Toothpaste, Mouthwash, Shampoo, Conditioner, Soap, Deodorant/Antiperspirant, Shaving Cream, Powder	Ineligible	Colgate, Crest, Aquafresh, Sensodyne, Scope, Listerine, Dial, Caress, Coast, Dove, L'Oreal, Pantene, Thermasilk, Denorex, Head & Shoulders, Baby Powder, Shower to Shower, Gillette, Barbasol, Skintimate, Arrid, Ban, Degree, Mitchum

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
OTC Toothache	Eligible	Orajel, Zilactin, Red Cross, Orabase, Den Tek, Dents, Store Brands
OTC Topical Products: Ointments, Creams, Antiseptics, Sprays. NOT COSMETICS	Eligible	BenGay, Arth-Rx, Dr. Holt's, Flexall, IcyHot, Jointflex, Joint-Ritis, PR5, Mentholatum, Stopain, Hydrogen Peroxide, Bactine, Neosporin, Polysporin, Iodine, Desitin Diaper Rash, Benadryl, Anti-itch Cream, Dermarest, Itch-X, Store Brands
OTC Wart Treatment	Eligible	Compound W, Dr. Scholl's, Pedifix, Wart-off, Store Brands
OTC Weight-loss	Ineligible as a cosmetic procedure To become eligible, claim must be supported by a physician's statement	Puralin, Cidermax, Patentlean, Dexatrim, Store Brands
OTC Yeast Infection Remedies	Eligible	Monistat, Vagistat 3, Vaginex, Mycelex 3
Occlusal Guard (prevents teeth grinding)	Eligible	
Opalescence	Ineligible	Tooth whitening procedure
Operations	Eligible	See cosmetic surgery
Optometrist	Eligible	
Organ donor	Eligible	Both donor and recipient
Orthodontia	Eligible	Orthodontia Communication
Orthotics Insoles, arch supports	Eligible	Dr. Scholl's
Osteopath	Eligible	
Oxygen	Eligible	
Pain Relief Heating or Cold Wraps/Packs: Backache, Arthritis, Menstrual, Injuries, Breast Feeding	Eligible	ThermaCare, Cura-Heat

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
Pain relievers for cosmetic surgery pain	Eligible	Reason is that the medicine treats the pain, not the cosmetic surgery
Parking sticker for handicapped	Eligible	
Patterning exercise	Eligible with physician's statement	
Pedialyte	Eligible	
Personal use items	Eligible with physician's statement but only for amount above normal item	These are items used for personal living or family purposes
Physical Therapy	Eligible	
Physicals, check-ups	Eligible	
Pill Cutter	Eligible	
Pill Organizers or Pill Box	Eligible	Must be a reasonable expense.
Portable hot tub	Eligible with physician's statement	
Prepayments for surgery	Ineligible until treatment is incurred	
Prepayments for surgery	Ineligible until treatment is incurred	
Premiums	Ineligible	
Prenatal vitamins - OTC and prescribed	Eligible	
Prescription drugs	Eligible	If purchased overseas, see Prescription Drugs: Imported
Prescription drugs: discount program charges	Ineligible	
Prescription drugs: Experimental drugs available by prescription only	Eligible	
Prescription drugs: Imported	Ineligible	Exception: Drugs purchased and consumed outside the US, if the drug is legal in both the US and the other country
Private hospital room	Eligible	
Prosthesis	Eligible	
Psychiatric care	Eligible	
Psychoanalysis	Eligible	Exception amount paid as part of training/licensing to become a psychoanalyst

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
Psychologist, licensed therapist, LMFC, LCSW, CSW	Eligible	
Raised Toilet Seat	Eligible	Medline, Nova
Reflexology, a massage treatment	Eligible with physician's statement	
Registration fees	Eligible	The underlying expense must be eligible
Reiki Massage Therapy	Eligible with physician's statement	
Removal of skin tags	Eligible with physician's statement	
Retin A and Tretinoin	Eligible with physician's statement for acne treatment	Ineligible for cosmetic purposes
Rogaine available by prescription or OTC	Eligible with physician's statement	Must be non-cosmetic (i.e. alopecia)
Rolfing (soft tissue manipulation; massage)	Eligible with physician's statement	
Rubbing Alcohol	Eligible	
Sales tax on any eligible expenses	Eligible	
Scales	Ineligible	
Seeing eye dog	Eligible	Include purchase, training, care
Shipping, handling, and delivery costs to obtain an eligible HFSA expense	Eligible	
Sitz Bath	Eligible	Product use is intended to help relieve discomfort and cleanse the perianal and perineal area
Smoking cessation programs	Eligible	
Special schools, teachers, tutors for child with medical condition	Eligible with physician's statement	The school teacher or tutor must specialize in teaching learning disabled children
Special shoes for medical care such as orthopedic, diabetic, etc.	Eligible - the reimbursable amount is limited to the cost that exceeds the cost of the regular item	
Speech therapy	Eligible	
Speech training for child with dyslexia	Eligible with physician's statement	
Sterilization, reversal of sterilization	Eligible	
Student health fees, insurance fees	Ineligible	Premiums

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
Sun or Light Box (treats depression)NOT a sunlight to get a suntan	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement	
Surgery	Eligible	See Cosmetic surgery
Surgical and Support Hosiery	Ineligible as an expense for personal use. To become eligible, claim must be supported by a physician's statement.	
Swimming lessons	Ineligible even with physician's statement	
Syringes	Eligible	
Teeth Cleaning Supplies: Dental Floss, Manual Toothbrush, Electric/Sonic Toothbrushes	Ineligible	Oral B, Reach
Teeth whitening	Ineligible even with a physician's statement	Color does not affect the proper function of teeth
Telephone for hearing impaired	Eligible - the reimbursable amount is limited to the cost that exceeds the cost of the regular item.	Include entire purchase and repair if separate unit from telephone
Television equipment that displays the audio part of the television programs as subtitles for hearing impaired	Eligible - The reimbursable amount is limited to the cost that exceeds the cost of the regular item	Includes repair if separate unit from television
Thermometers (ear, oral, rectal)	Eligible	
Toilet paper and tissues	Ineligible	
Transplants	Eligible	Both donor and recipient
Transportation expenses for another person traveling with part, spouse or dependent	Eligible with physician's statement showing need for travel companion	Presence of companion must be necessary for part, spouse or dependent to be able to travel. Trip must be primarily for and essential to medical care. Include: Parking, tolls, airfare See: Mileage, Lodging
Transportation expenses of participant, spouse or dependent to another city regardless of distance	Eligible with proof of medical services	Trip must be primarily for and essential to medical care. Include: Parking, tolls, airfare See: Mileage, Lodging
Transportation to visit spouse or dependent in hospital	Ineligible	

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
Umbilical cord blood procedure, stem cell harvesting	Eligible with physician's statement	
Umbilical cord blood storage, stem cell	Ineligible	Unless expense is directly related to a medical condition of the newborn. Physician statement is required. It is not eligible if stored for preventative purposes.
Unlicensed practitioner expenses	Ineligible	
Urinals and Bed Pans	Eligible	Medline
Uvuloplasty, uvulopalatoplasty	Eligible with physician's statement	Must indicate medical condition, not merely snoring
Vaccinations	Eligible	
Vaccines, vaccinations	Eligible	
Varicose vein removal, spider vein removal	Ineligible as an expense for cosmetic purposes. To become eligible, claim must be supported by a physician's statement demonstrating removal will treat a medical condition such as pain rather than cosmetic	
Vasectomy / Vasectomy reversal	Eligible	
Veneers, dental	Eligible with physician's statement clearly demonstrating that veneers are needed for proper tooth function	Usually cosmetic
Viagra	Eligible	
Vinegar to clean a humidifier	Ineligible	
Visident	Eligible	Visiting dental service generally for the homebound
Vision Therapy	Eligible	Provided by optometrist to treat dyslexia and other visual/neurological disorders
Vision discount programs	Ineligible	
Vitamins, vitamin supplements available by prescription	Eligible with a physician's statement demonstrating that the vitamin is needed to treat a medical condition	

HFSA Eligible and Ineligible Expense Table

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) (Search by letter)

Type of Expense	Ruling	Notes, examples
Walker/Cane	Eligible	
Warranties, extended warranties, maintenance agreements	Ineligible	Usually for hearing aids or eyeglasses
Weight loss drugs available only by prescription and weight-loss programs	Eligible with physician's statement, must clearly demonstrate that the particular weight loss program or drug will treat underlying condition	
Wheelchairs and motorized wheelchairs (e.g., Autoette) includes operating costs and upkeep	Eligible	Purchase operating costs and upkeep all eligible
Wigs	Ineligible for personal use. To become eligible, claim must be supported by a physician's statement.	
Wrist Support or Stabilizer (carpal tunnel)	Eligible	Ace, Tru-Fit, Futuro
X-ray fees	Eligible	
Yoga / Pilates / Tai Chi	Eligible with physician's statement	

Orthodontia Expenses

This reference guide will help you by answering questions you may have regarding the reimbursement of Orthodontia expenses through your Health Flexible Spending Account (HFSA).

IRS Requirements

To reimburse an expense from a Health Flexible Spending Account, IRS regulations require third party documentation that includes date and type of service provided as well as the amount the FSA participant is responsible for paying. The IRS recognizes that orthodontia services are generally provided over an extended period of time, often with no direct relationship between the date of treatment and the payments. As a result, the rules for reimbursing orthodontia are slightly different than other health care expenses.

Maximize Your Benefits

Generally, you will be reimbursed for orthodontia expenses from the HFSA plan year in which the payment is due. You may be reimbursed from the HFSA plan year in which payment is made, if you provide proof of payment, such as a canceled check or receipt.



Documentation Requirements

To be reimbursed for orthodontia expenses you must submit a signed claim form with third party documentation that includes DAPT:

- Date of service
- Amount you are responsible for
- Provider
- Type of service

You may submit either your monthly payment coupons or statements from your orthodontist that show either:

- Date due and amount due.
- Date paid and amount paid.

Frequently Asked Questions (FAQs)

The following FAQs to assist you in submitting orthodontia claims against your HFSA.

How do I receive reimbursement from my HFSA for orthodontia expenses?

You may be reimbursed for orthodontia expenses by submitting a signed claim form with third party documentation, such as an orthodontia coupon or statement, that indicates either date due or date paid.

I paid the full amount for orthodontia treatment in one lump sum. Can I be reimbursed this full amount?

Yes, if payment was made in full within your HFSA plan year for the orthodontia treatment and proof of payment is submitted, you may be reimbursed up to your HFSA available balance.

I paid more than the amount due for this month. Can I be reimbursed for the full amount I paid?

Yes, if you paid more than the amount required on the coupon or statement and proof of payment is submitted with a signed claim form, you may be reimbursed the amount you paid up to your HFSA available balance.

My child is getting braces in the beginning next year; however I have to pay for them in full by the end of the current year. When can I claim this expense?

Reimbursement for orthodontia expenses will be payable to you in the plan year in which payment is due or the plan year in which payment is made. The expense may be claimed at the end of the current year.

Can I submit the orthodontia contract for services for reimbursement of my orthodontia expenses?

No, orthodontia contracts generally do not include specific dates due, dates paid or specific amounts associated with dates of service and therefore do not meet the IRS requirements for claim adjudication.

Do I have to submit an explanation of benefits (EOB) to be reimbursed for orthodontia expenses?

No, an EOB is not required.

information you can use



Physician's Statement
FAX To: 888-814-6780

Group:

Expense: _____

Please have your physician complete the appropriate section(s) of this statement in full and return it to our office for review. This information is required to determine whether the expense(s) submitted above are eligible under IRS Code Section 213. This statement must be completed and signed by one of the following healthcare professionals: MD, DO, DPM, OD, DC, DDS, NP or PA. Completion of this statement by any other health care professional will not fulfill the requirements for expense eligibility and the claim will not be reimbursed.

COSMETIC PROCEDURES		Patient Name:	
Medical Condition (please include ICD9 Code, if available):		Treatment Recommended:	
Length of Treatment	Signature and credentials	Date	

Per IRS rules, procedures (including drug regimens) that merely improve a patient's appearance are not eligible for reimbursement under a health Flexible Spending Account. By your signature, please certify that the treatment indicated above is EITHER

- Not directed primarily at improving the patient's appearance and will either meaningfully promote the proper function of the body or prevent or treat illness or disease.
- Necessary to ameliorate a deformity arising from or directly related to a congenital abnormality, a personal injury arising from an accident or trauma, or a disfiguring disease.

GENERAL HEALTH EXPENSES		Patient Name:	
Medical Condition (please include ICD9 Code, if available):		Treatment Recommended:	
Length of Treatment:	Signature and credentials	Date	

Per IRS rules, this expense has been denied because it is often used for general health. In order to be considered an expense for medical care, a health Flexible Spending Account participant must demonstrate that the following expenses treat an existing medical condition:

- **Medical equipment**
- **Certain drugs and medicine including prescription and over-the-counter medications**
- **Dietary supplements including vitamins, herbal, naturopathic, or homeopathic remedies**
- **Treatments such as massage**

By your signature, please certify that the treatment indicated above will diagnose, cure, mitigate or prevent the medical condition listed above.

EDUCATION EXPENSES			
Patient Name:		Medical Condition (please include ICD9 Code, if available):	
Treatment Recommended:		Length of Treatment:	
The IRS does not consider most education expenses as expenses for medical care. Such expenses are not generally eligible for reimbursement from a health Flexible Spending Account unless supported by BOTH a doctor certification and an educator certification, below.			
DOCTOR CERTIFICATION: By my signature below, I confirm the diagnosis and treatment recommendation described above.		EDUCATOR CERTIFICATION: By my signature below, I certify that the institution or educator providing this treatment specializes in treating the medical condition listed above.	
Signature and credentials	Date	Signature and credentials	Date

GYM MEMBERSHIPS/EXERCISE EQUIPMENT			
Patient Name:		Medical Condition (please include ICD9 Code, if available):	
Treatment Recommended: Please be specific		Length of Treatment:	
DOCTOR CERTIFICATION By my signature below, I certify that I recommend this patient exercise at a gym and/or exercise at home using the equipment specified above, as treatment for the medical condition listed above.		PARTICIPANT CERTIFICATION By my signature below, I certify that	
		<ul style="list-style-type: none"> • the primary reason for this expense is to treat the medical condition listed above AND • I would not incur this expense but for this medical condition AND • The membership does not cover another person. 	
Signature and credentials	Date	Signature	Date