

Healthy living has its rewards



Eligible Medical Reimbursement Account Expenses Reference List*

*note: this is only a partial list for your easy reference

Medical Reimbursement Account Plan Eligible Expenses List

- Acupuncture - if it is to treat a medical condition.
- Air Purifier - only if prescribed by a physician to treat a specific medical condition such as a severe allergy.
- Alcoholism - amount paid for inpatient treatment, including meals and lodging, at a therapeutic center for alcohol addiction.
- Allergy medications (over-the-counter OTC item)
- Ambulance
- Antacids (over-the-counter OTC item)
- Anti-diarrhea medication, laxatives (like Ex-Lax etc.)
- Artificial limbs
- Artificial teeth
- Aspirin (over-the-counter OTC item)
- Automobile modifications for physically handicapped person

- Band-Aids, gauze pads, home and car first aid kits
- Birth control pills - if available only by physician's prescription
- Blood pressure monitoring devices
- Braille books and magazines - only amount paid by visually impaired person, above the cost of regular printed material.

- Chiropractors' fees - if for treatment of a specific medical condition.
- Christian Science practitioners' fees - if payments are for medical care.
- Coinsurance
- Cold Medicines, includes cold sore remedies
- Condoms
- Contact lenses and related materials and equipment (over-the-counter OTC item)
- Contraceptive prescriptions
- Co-payments
- Cough syrups (over-the-counter OTC item)
- Crutches

- Deductibles
- Dentists' fees (for treatment other than cosmetic services)
- Dentures
- Denture Adhesive
- Diabetic supplies
- Diagnostic services

- Ear plugs - if prescribe by a physician for a specific medical condition.
- Eye exams, eyeglasses, and related equipment and materials

- Fees associated with organ donations
- Fees for the computer storage of medical records
- Fertility treatments - if the treatment impacts the participant or a dependent of the participant. Includes shots, treatment, and surgery.
- First Aid cream (Bactine, diaper rash ointment, calamine lotion, bug bite meds, wart removal treatments.)
- Flu shots
- Fluoridation device - amount should be limited to cost allocable to current plan year.

- Guide dog or other animal aide - amount paid for purchase, training, and care of animals used by a vision impaired or hearing impaired person.
- Gynecologists' fees

- Health insurance deductibles (which are associated with specific costs)
- Hearing aids/batteries
- Hearing trained cat
- Hemorrhoid treatments
- Hospital services
- Hot and cold packs
- Hypnosis for medical reasons

- Immunizations/vaccinations
- Incontinence supplies
- Insulin

- Laboratory fees
- Language training for child with dyslexia or disabled child
- Laser eye surgery
- Lead based paint removal - for the cost of removing lead-based paints from surfaces in the home to prevent a child who has or has had lead poisoning from eating the paint. These services must be in poor repair and with the child's reach. The cost of repainting is not a medical expense.
- Learning disability - amount paid to special school or specially-trained teacher, which is prescribed by physician, for a child who has severe learning disabilities caused by mental or physical impairments
- Legal fees associated with the commitment of a mentally ill person
- Liquid adhesive for small cuts

- Medical conference admission and transportation to/from
- Medical monitoring and testing devices (e.g., blood pressure monitor, syringes, glucose kit, etc.)
- Medical services
- Medicines - if amounts are paid for physician-prescribed medicines and drugs.
- Menstrual Cycle products for pain and cramp relief
- Mileage related specifically to an eligible medical visit
- Motion sickness pills
- Muscle pain or joint pain ointment (Ben Gay, Icy Hot etc.)

- Nasal strips
- Nicotine Gum or patches for stop-smoking purposes
- Norplant insertion or removal
- Nursing services

- Obstetrical fees
- Occlusal guards to prevent teeth grinding
- Orthodontics
- Orthopedic shoes
- Osteopath

- Over-the-counter (OTC) items
 - Ovulation monitor
 - Oxygen - amount paid for oxygen and equipment for breathing problems caused by a medical condition.

 - Pain relievers (over-the-counter OTC item)
 - Pedialyte for children
 - Physical exams - but not employment-related physicals
 - Physical therapists' fees
 - Pregnancy test - over the counter
 - Prescription drugs
 - Prescription eyeglasses and/or contact lenses
 - Psychiatrists' fees
 - Psychologists' fees
 - Psychotherapists' fees

 - Radial keratotomy
 - Reading glasses (over-the-counter OTC item)
 - Routine physicals
 - Rubbing alcohol

 - Seeing-eye dog (purchase, training & care)
 - Skilled nurses' fees
 - Sleeping aids
 - Smoking cessation treatments and prescriptions
 - Solutions for the care and maintenance of contact lenses
 - Special ointments or creams for sunburn (not regular moisturizers)
 - Speech therapists' fees
 - Spermicidal foam
 - Sterilization fees
 - Sunglasses - if they are prescription sunglasses

 - Take home screening kits for colon cancer, hepatitis C and HIV
 - Telephone for hearing impaired
 - Therapy - amounts paid for therapy received as medical expenses may be deductible.
 - Thermometers (ear, oral, or rectal)
 - Transplants - amounts paid for surgical, hospital, laboratory, and transportation expenses for organ donor.
 - Treatment for substance addiction
 - Transportation expenses - if for medical reasons and is reimbursed at 12 cents per mile.

 - Vaccines
 - Vasectomy
 - Visine and other eye products for flushing eyes

 - Wheelchair

 - X-ray fees - amounts paid for X-rays received for medical reasons.
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Medical Reimbursement Account Plan Eligible Expenses Requiring Doctor's Diagnosis and Recommendations

- Acne treatment (only if treatment is necessary to ameliorate a deformity arising from, or directly related to, a congenital abnormality, a personal injury or a disfiguring disease)
- Feminine hygiene products
- Fiber supplement (no reimbursable if taken daily as a supplement to normal diet, but reimbursed if taken to treat a specific medical condition for a limited time)
- Glucosamine/chondroitin for arthritis or other medical conditions
- Hormone therapy and treatment for menopause systems (Over-The-Counter OTC item)
- Medicated shampoo (must be a scalp infection, not dry scalp or dandruff, and prescribed for limited time use.
- Orthopedic shoe inserts
- Pills for lactose intolerance
- Pre-natal Vitamins
- St. John's Wort for depression
- Sunscreen (must have present existence of a disease such as skin cancer)
- Vitamins to treat a specific vitamin deficiency or disease (1-A Day or Flintstone daily vitamins)
- Weight Loss drugs to treat a specific disease (including weight programs and memberships)

Note: Flex Plan services will not reimburse orthodontia that spans beyond the current plan year in whole, even if the entire bill is paid up front.

Medical Reimbursement Account ineligible expenses

- Cosmetics
- Cosmetic Surgery
- Dancing Lessons
- Ear piercing
- Electrolysis
- Exercise Equipment or Programs
- Face Lifts
- Fitness/Weight Loss programs and drugs - Clarification Quantified
- Funeral expenses
- Hair Removal

- Hair Transplant
- Herbs and Herbal Treatments
- Illegal operations and treatments
- Marijuana or other controlled substances
- Massage Therapy to relieve stress or depression

- Maternity clothes

- Non-Prescription Drugs and Medicines although certain over-the-counter items now qualify such as antacids, allergy medications, aspirin, cough syrups, and pain relievers. View a more detailed over-the-counter (OTC) eligible expense list.

- Rogaine

- Teeth Whitening

- Varicose Vein/Spider Vein Treatments • Vitamins

- Weight-Loss Programs and/or Drugs