

Eligible and Ineligible Expenses

What are eligible expenses for the Health Care Reimbursement Account?

Acupuncture	Fitness classes (prescribed)	Over-the-counter medicines
Alcoholism / drug addiction treatment	Fluoridation treatments	Patterning exercises
Artificial limbs	Fluoridation device	Physical exams (non-employment)
Artificial teeth	Guide dog (for the impaired)	Pre-existing conditions
Birth control pills	Hearing aid / batteries	Private hospital room
Braille books / magazines	Hospital services	Psychiatric care
Childbirth classes	Laboratory fees	Psychoanalysis
Chiropractors	Lasik surgery	Psychologist fees
Christian science practitioners	Learning disability	Physical therapy
Co-insurance amounts	Medical monitoring devices	Sales tax (on eligible expenses)
Contact lenses / lens solution	Medical records charges	Smoking Cessation (prescribed)
Contraceptives	Medical services	Speech training
Crutches	Prescriptions	Sterilization
Deductibles	Norplant insertion / removal	Transplants
Dental treatment	Operations / surgery	Vaccines
Ear plugs (prescribed)	Optometrist	Wheelchair
Eye exams / eyeglasses	Orthodontia	Weight loss programs (prescribed)
Fertility treatments	Osteopath	X-ray fees

What are some examples of eligible over-the-counter medicines?

Antacids	First Aid Cream	Pain Relievers
Allergy Medicines	First Aid Kits	Pedialyte Children's Dehydration
Anti-diarrhea Medicines	Gauze Pads	Pregnancy Test Kits
Band-Aids/Bandages	Hemorrhoid Cream	Rubbing Alcohol
Bactine	Incontinence Supplies	Sinus Medications
Carpal Tunnel Wrist Supports	Laxatives	Smoking Cessation Patches
Cold/Hot Packs for Injuries	Motion Sickness Pills	Sunburn Ointment
Condoms	Menstrual Pain Relievers	Suppositories
Contact Lens Solution	Nasal Sinus Spray	Thermometers
Cough Drops/Throat Lozenges	Nicotine Gum	Visine and Other Eye Products

What are ineligible expenses for the Health Care Reimbursement Account?

Breast pumps	Illegal operations and treatments	Student health fees
Cosmetic services	Massage therapy	Teeth bleaching
Controlled substances	Maternity clothes	Varicose vein treatment
Dancing or swimming lessons	Payroll-deducted premiums	Vision discount membership fees
Diapers or diaper service	Physical exams (for employment)	Vitamins
Face lifts	Prescription discount program fees	Warranties
Genetic testing	Rogaine	Weight loss foods
Hair transplants		

What are eligible expenses for the Dependent Care Reimbursement Account?

Day care for your dependents under age 13 and living in your household. more than 50% of the year. Such care must be provided by licensed day care centers or by an IRS compliant day care provider. Licensed day care centers must provide care for six or more children who don't live at the center.	Care for your spouse and your dependents who, for physical or mental reasons, cannot care for themselves. The individual receiving care must reside with you at least eight hours per day. Care may be provided inside or outside of your home.	After-school program fees, except for over-night activities such as trips to remote destinations. Expenses incurred while you and your spouse are working, a full-time student and/or actively looking for employment.
---	---	---

What are ineligible expenses for the Dependent Care Reimbursement Account?

Services rendered by one of your dependents or by your spouse.	Services rendered by one of your children under 19 years of age.	Services rendered while you and your spouse are not at work (such as over-night summer camps).
--	--	--