



Eligible Expenses for FSA/HRA

Medical expenses are the costs of diagnosis, cure, mitigation, treatment, or prevention of disease, and the costs for treatments affecting any part or function of the body. They don't include expenses that are merely beneficial to general health, such as vitamins or a vacation.

Below is a partial list of permissible health and work-related dependent care expenses reimbursable through an FSA plan that are either incurred by you, your spouse, or qualified dependents. For a more detailed list, go to your Flex Dashboard on HCOOnline and click on [FSAstore.com](https://www.healthcomp.com/flexstore).

You can be reimbursed for the cost of medical care from any of these types of practitioners:

- Acupuncturists
- Allergist
- Chiropractors
- Christian Science
- Dentists
- Dermatologist
- Eye doctors Medical doctors
- Naturopath Occupational therapists
- Osteopathic doctors
- Physical therapists Podiatrists
- Psychiatrists
- Psychologists

MEDICAL EXPENSES

- Acupuncture
- Allergy medication
- Athletic Braces & Supports
- Bandages
- Birth control, contraceptive devices
- Birthing classes/Lamaze – only the mother's portion (not the coach or spouse) and the class must be only for birthing instruction, not child rearing
- Blood Glucose Monitors & Test Strips
- Blood Pressure Monitors
- Chiropractic therapy/exams/adjustments
- Cold & Flu medicines (cough or congestion products)
- Contact Lens Solution
- Diabetes Care Supplies
- Diaper rash ointment
- Eye Drops
- Eye Glass & Lens Accessories
- First Aid Kits, First Aid Treatments & Supplies
- Flu shots
- Hearing Aid Batteries
- Hemorrhoid creams and treatments
- Heating Pads & Wraps
- Home Medical Equipment
- Hot & Cold Packs
- Indigestion or anti-acid relievers
- Incontinence products
- Infertility treatments
- Insulin
- Lactation expenses
- Laser eye surgery
- Laxatives
- Legal sterilization
- Medical Monitoring, supplies to treat an injury or illness and testing Devices
- Menstrual care products
- Motion Sickness Aids
- Orthopedic & Surgical Supports
- Oxygen equipment and oxygen
- Pain relievers (Tylenol, Advil, Aspirin, etc.)

- Pain relieving creams or gels
- Pregnancy & Fertility Tests
- Prenatal Vitamins
- Reading Glasses & Magnifiers
- Sales tax on eligible expenses
- Shoe Insoles & Inserts
- Sinus medicines
- Sleep aids
- Smoking Cessation Programs
- Stomach remedies
- Sunscreen
- Transportation costs to and from medical care. If you drive your own car, the deduction is indexed each calendar year – 2023 @ 22 cents per mile
- Thermometers
- Treatment for alcoholism or drug dependency
- Vaccinations/Immunizations
- Vaporizers & Inhalers
- Walking Aids & Wheelchairs
- Wrist supports, elastic wraps
- X-ray fees

DENTAL EXPENSES

- Braces and orthodontic services
- Cleanings
- Crowns
- Dental implants
- Dentures, adhesives
- Fillings

DEPENDENT CARE EXPENSES

- Amounts paid for services (including babysitters or nursery school) provided in or outside of your home
- Before and after school care programs for dependents under age 13
- Expenses you pay for household services meet the work-related expense test if they are at least partly for the well-being and protection of a qualifying person.
- Fees for licensed day care or adult care facilities
- Nanny expenses attributed to dependent care
- Nursery school (preschool) fees
- Summer Day Camp – primary purpose must be custodial care and not educational in nature

For more information regarding FSA/HRA expenses, please review IRS Publications 502 & 503.

You can also contact HealthComp at flexbenefits@healthcomp.com or call (800) 442-7247 Fax (559) 499-2045