

Ineligible Expenses

The following list represents expenses that are frequently submitted for reimbursement under Health Care Flexible Spending Accounts (FSA) and are generally ineligible for reimbursement under an FSA. This list is not intended to be exhaustive and is intended only to be used as a general guide. The list is organized by categories (see boldface type). In some instances, examples of specific items have been provided by brand name. Please note that the examples are not intended to be an exhaustive list with items in that category, but are only to help with understanding. Determination of whether a medical expense or OTC medicine/drug is eligible, ineligible, or requires a prescription will depend on the category. Consequently, expenses contained in this generally ineligible list may be reimbursable if the supporting claims documentation shows that the expense was incurred for medical care. Payment of claims will be based on the rules set out in the applicable regulations, your employer's plan design and on the information in the required substantiation documentation.

Acne prevention and treatment medication (Over the Counter: Med Supplies : Acne Treatment)

Examples: Benzoyl Peroxide; Clearasil

Alertness pills (Over the Counter: Med Supplies : Supply - General Health)

Baby bottles (Over the Counter: Med Supplies : Supply - General Health)

Baby formula (Over the Counter: Med Supplies : Supply - General Health)

Battery operated toothbrushes (Over the Counter: Med Supplies : Supply - General Health)

Breastfeeding classes (Medical : Education - General Health)

Chap stick (Over the Counter: Med Supplies : Supply - General Health)

Child or newborn instruction (Medical : Education - General Health)

COBRA premiums (Medical : Premium)

Allowed only as tax deduction on personal income tax (Publication 502). Strictly prohibited under cafeteria plan regulations from being reimbursed under a health FSA (Prop. Treas. Reg. Sec. 1.125-2, Q/A 7(b)(4)).

Cold cream (Over the Counter: Med Supplies : Supply - General Health)

Cosmetics (Over the Counter: Med Supplies : Supply - Cosmetic)

Cotton Balls (Over the Counter: Med Supplies : Supply - General Health)

CPR classes (Medical : Education - General Health)

Dancing Lessons (Medical : Education - General Health)

Dental Floss (Over the Counter: Med Supplies : Supply - General Health)

Deodorant (Over the Counter: Med Supplies : Supply - General Health)

Dependent care or child care expenses (Medical : Care)

Diaper Service (Medical : Service - General Health)

Diapers (Over the Counter: Med Supplies : Supply - General Health)

Diet drinks and bars (Over the Counter: Med Supplies : Supply - General Health)

Diet Foods (Over the Counter: Med Supplies : Supply - General Health)

Doula services (Medical : Care)

Ear piercing (Medical : Service - Cosmetic)

Elder care expenses (Medical : Care)

Electric toothbrush (Over the Counter: Med Supplies : Supply - General Health)

Electrolysis (Medical : Service - Cosmetic)

Emergency kits (Over the Counter: Med Supplies : Supply - General Health)

Energy bars/drinks (Over the Counter: Med Supplies : Supply - General Health)

Experimental drugs (Prescription Drug : Prescription)

Investigational or experimental drugs are new drugs that have not yet been approved by the FDA or approved drugs that have not yet been approved for a new use, and are in the process of being tested for safety and effectiveness, therefore could pose unknown risk to patient. Per FDA.

Facial care creams (Over the Counter: Med Supplies : Supply - General Health)

Feminine hygiene (Over the Counter: Med Supplies : Supply - General Health)

Funeral expenses (Medical : Fee)

Hair clippers (Over the Counter: Med Supplies : Supply - General Health)

Hair conditioner (Over the Counter: Med Supplies : Supply - General Health)

Hair removal procedures (Medical : Service - Cosmetic)

Hair removal products (Over the Counter: Med Supplies : Supply - Cosmetic)

Hair restoration products (Over the Counter: Med Supplies : Supply - Cosmetic)

Hair transplant (Medical : Service - Cosmetic)

Hair treatments (Over the Counter: Med Supplies : Supply - Cosmetic)

Hand lotion (Over the Counter: Med Supplies : Supply - General Health)

Illegal operations/treatments (Medical : Service - Medical)

Imported drugs (Prescription Drug : Prescription)

Under federal law imported drugs are illegal, therefore, not eligible for reimbursement under IRS rules.

Insurance premiums (Medical : Premium)

Allowed only as tax deduction on personal income tax (Publication 502). Strictly prohibited under cafeteria plan regulations from being reimbursed under a health FSA (Prop. Treas. Reg. Sec. 1.125-2, Q/A 7(b)(4)).

Late payments fees (Medical : Fee)

Lipsticks (Over the Counter: Med Supplies : Supply - Cosmetic)

Lodging ineligible expenses (Medical : Lodging)

Expenses for meals. Lodging is extravagant or lavish. Significant element of personal pleasure, recreation, or vacation in travel away from home.

Lodging while attending a medical conference (Medical : Lodging)

Long-term care premiums (Medical : Premium)

Marriage Counseling (Medical : Service - General Health)

Maternity clothes (Over the Counter: Med Supplies : Supply - General Health)

Meals/Food (Over the Counter: Med Supplies : Supply - General Health)

Medical marijuana (Prescription Drug : Prescription)

Substances that are illegal under federal law are not eligible treatments for medical conditions or medical care. Individual state laws cannot supersede federal substance laws for FSA reimbursements.

Medical newsletter (Medical : Education - General Health)

Missed appointment fees (Medical : Fee)

Moisturizers (Over the Counter: Med Supplies : Supply - General Health)

Mouthwash (Over the Counter: Med Supplies : Supply - General Health)

Nail clippers (Over the Counter: Med Supplies : Supply - General Health)

Nail polish (Over the Counter: Med Supplies : Supply - Cosmetic)

Nasal wash (Over the Counter: Med Supplies : Supply - General Health)

Nursing services for healthy baby (Medical : Service - General Health)

Perfume (Over the Counter: Med Supplies : Supply - Cosmetic)

Petroleum jelly (Over the Counter: Med Supplies : Supply - General Health)

Physician retainer or concierge fee (Medical : Fee)

Prescription drug discount program fees (Prescription Drug : Fee)

Q-Tips (Over the Counter: Med Supplies : Supply - General Health)

Razor (Over the Counter: Med Supplies : Supply - General Health)

Razor blades (Over the Counter: Med Supplies : Supply - General Health)

Shampoo (Over the Counter: Med Supplies : Supply - General Health)

Shaving cream (Over the Counter: Med Supplies : Supply - General Health)

Skin care products (Over the Counter: Med Supplies : Supply - General Health)

Soaps (Over the Counter: Med Supplies : Supply - General Health)

Student health fee (Medical : Fee)

Sunglasses (Over the Counter: Med Supplies : Supply - Medical)

Sunscreen (Over the Counter: Med Supplies : Supply - General Health)

Swimming lessons (Medical : Service - General Health)

Tanning salons and equipment (Medical : Service - Cosmetic)

Teeth whiteners (Dental : Supply - Cosmetic)

Tissue (Over the Counter: Med Supplies : Supply - General Health)

Toiletries (Over the Counter: Med Supplies : Supply - General Health)

Toothbrush (Over the Counter: Med Supplies : Supply - General Health)

Toothpaste (Over the Counter: Med Supplies : Supply - General Health)

UV protection clothing (Over the Counter: Med Supplies : Supply - General Health)

Vaseline (Over the Counter: Med Supplies : Supply - General Health)

Veneers (Dental : Service - Cosmetic)

Vision discount programs (Vision Care : Fee)

Vitamins for well-being (Over the Counter: Med Supplies : Supplement)

Warranties (Medical : Fee)

Weight loss foods (Over the Counter: Med Supplies : Supply - General Health)

Wrinkle reducers (Over the Counter: Med Supplies : Supply - Cosmetic)