

HCSO HRA Qualified Expenses from BeneFLEX HR RESOURCES 314-909-6979


Per IRS regulations, the following, while not intended to be complete, illustrates examples of eligible medical or medical-related expenses. Expenses must be incurred during the Plan Year from which you are requesting reimbursement. Expenses are considered incurred when service is rendered, not when service is billed or payment is made. Expenses cannot be reimbursed in advance of the date service is rendered.

- Accommodations made for disabling medical conditions
- Acupuncture
- Ambulance fees
- Braille – books and magazines
- Childbirth classes – mother-to-be expenses only; partner’s expenses not eligible
- Chiropractic care
- Coinsurance
- Contact lens, solutions and cleaners
- Crutches
- Deductibles
- Dental fees
- Dentures
- Diagnostic testing fees
- Eyeglasses, including examination fee
- Guide dog
- Health Insurance Premiums (only those not paid on pre-tax basis)
- Hearing aids and batteries
- Hospital bills
- Insulin and diabetic supplies
- Laboratory fees
- Laetrile by prescription
- Nurse fees
- Obstetrical expenses
- Operations
- Orthodontia
- Orthopedic shoes
- Osteopath fees
- Oxygen
- Physician fees
- Practical nurse fees
- Prescribed drugs—see cosmetic exceptions below
- Psychiatric care
- Psychologist fees
- Radial Keratotomy-Laser Eye Surgery
- Routine physicals
- Special communication equipment for the deaf
- Smoking cessation prescriptions
- Special plumbing for the handicapped
- Surgical fees
- Therapeutic care for drug and alcohol addiction
- Therapy treatments, prescribed
- Transplants
- Transportation expenses/mileage to receive medical care or services
- Tuition at special school for physically or mentally impaired
- Wheelchairs
- X-rays

Eligible Items Subject to Change

OVER-THE-COUNTER ITEMS

**Unofficial List – Watch www.beneflexhr.com for update*

Eligible <u>without</u> a Doctor’s Prescription	Example of Over-the-Counter Items that require a Doctor’s Prescription
<ul style="list-style-type: none"> • Asthma flow meters • Bandages • Blood pressure monitors • Callous and corn removers • Cholesterol tests • Contact lens solution • Crutches • Cushions, pads, arch supports • Denture care products • Diabetes care: Blood test strips, glucose kits, monitors and testers • Eye drops • Eyeglasses • First-Aid kits • Gauze and gauze pads • Heart rate monitors • Heating pads • Hydrogen Peroxide • Incontinence supplies for adults • Medical bracelets & necklaces • Medical tape • Nasal strips • Nebulizers • Ointments • Rubbing alcohol • Sunburn cream • Supports and braces • Thermometers • Wart removal products • Wound care products 	<ul style="list-style-type: none"> • Acid Controllers • Allergy & Sinus • Antibiotic Products • Anti-Diarrheals • Anti-Gas • Anti-Itch & Insect Bite • Anti-parasitic Treatments • Baby Rash Ointments/Creams • Cold Sore Remedies • Cough, Cold & Flu • Digestive Aids • Feminine Anti-Fungal/Anti-Itch • Hemorrhoidal Preps • Laxatives • Pain Relief • Respiratory Treatments • Sleep Aids & Sedatives • Stomach Remedies 

EXAMPLES OF EXPENSES THAT MAY NOT BE CLAIMED AS PART OF THE PLAN:

- Cosmetic surgery or treatment not done for the primary purpose of proper functioning of the body or to prevent or treat illness or disease; including but not limited to face lifts, whitening or capping of teeth, hair transplants or treatments including Retin-A and vein surgery. [To be eligible, treatments must be proven medically necessary.]
- Diaper service for infants
- Ear piercing by a physician
- Employment-related expenses (physicals, transportation)
- Fitness programs or physical therapy for general health benefits
- Illegal treatments
- Hygiene Items
- Expenses reimbursed by an HSA or HRA.

Dual use – requires doctor letter

- Foot spa
- Gloves and masks
- Herbs
- Humidifier
- Massagers
- Minerals
- Multivitamins
- Special supplements
- Special teeth cleaning system
- Sunscreen
- Vitamins
- Weight Loss Programs

Note: Plan restrictions may apply. Check with your plan administrator.
*Additional Guidance Pending