

What Expenses Can Be Reimbursed Under a Limited-Purpose Health Flexible Spending Account (FSA)?

Following is a list of some expenses normally reimbursable under a Limited-Purpose Non-reimbursed Medical Spending Account, when incurred during the Plan year, by the employee, the employee's spouse, and/or the employee's dependent(s).

Dental Care

- Examinations
- Dental implants
- Bridges
- Periodontal services
- Crowns
- Fillings
- X-rays
- Occlusal guards to prevent teeth grinding
- Orthodontia (*as services are incurred – not when paid*)
- Dentures

Vision Care

- Examinations
- Contacts (including materials and equipment needed for using lenses, such as saline solution and enzyme cleaner)
- Glasses
- Laser eye surgery
- Prescription sunglasses

Preventive Care *Preventive Care does not include any service intended to treat an existing condition.*

- Periodic health exams, including related lab and x-ray services
- Routine prenatal and well child care exams
- Immunizations, child or adult
- Flu Shots
- Tobacco cessation programs
- Obesity weight-loss programs
- Diagnostic Screening services
- Medical monitoring and testing devices (blood pressure monitor, glucose test kit, etc.)

Once the employee satisfies the deductible for the high deductible health plan, the employee may be reimbursed for any medical expense(s) incurred, by the employee, the spouse, and/or the dependent(s), during the remainder of the Plan year.

To be eligible for reimbursement, the expense(s) must not have been reimbursed, and will not be reimbursed, under any other health plan coverage. These expenses can not be deducted or taken as tax credits on your personal federal and state income tax returns for any year.