

QUALIFYING MEDICAL CARE EXPENSES

Randolph College

The Health Reimbursement Plan reimburses the employee for health care expenses not covered by traditional insurance.

Some examples of expenses that **would** qualify for reimbursement are:

- Medicine, drugs, birth control pills, vaccines and vitamins that your doctor prescribed.
- Medical doctors, dentists, eye doctors, chiropractors, osteopaths, podiatrists, psychiatrists, psychologists, physical therapists, acupuncturists and psychoanalysts (medical care only).
- Medical examination, X-ray and laboratory service, insulin treatment and whirlpool baths the doctor prescribed.
- Nursing help. If you pay someone to do both nursing and housework, you can be reimbursed only for the cost of the nursing help.
- Hospital care (including meals and lodging), clinic costs and lab fees.
- Medical treatment at a center for substance abuse.
- Medical aids such as hearing aids (and batteries), false teeth, eyeglasses, contact lenses, braces, orthopedic shoes, crutches, wheelchairs, guide dogs and the cost of maintaining them.
- Ambulance service and other travel costs to get medical care. If you used your own car, you can claim what you spent for gas and oil to go to and from the place you received the care; or you can claim 13 cents per mile. Add parking and tolls to the amount you claim under either method.
- Over the counter drugs that are medically necessary like allergy medications, aspirin, or antacids.
- Dietary supplements and vitamins with doctor's letter of medical necessity.
- Weight-loss programs with a doctor's letter of medical necessity.
- Weight-loss over-the-counter drugs with doctor's letter of medical necessity.
- Smoking cessation programs.
- Smoking cessation over-the-counter drugs.

You **cannot** obtain reimbursement for:

- The basic cost of Medicare insurance (Medicare A).
- Life Insurance or income protection policies.

- Accident or health insurance for you or members of your family.
- The hospital insurance benefits tax withheld from your pay as part of Social Security tax or paid as part of Social Security self-employment tax.
- Nursing care for a healthy baby.
- Illegal operations or drugs.
- Travel your doctor told you to take for rest or change.
- Cosmetic surgery.
- Long-term care expenses.

Qualifying medical expenses include only those expenses incurred for:

- Yourself
- Your Spouse
- All dependents you list on your federal tax return.

IRS Publication 502, Medical and Dental Expenses, has a checklist of most of the medical expenses that can be deducted and are therefore reimbursed under this Plan. Some other medical expenses are also reimbursable. However, regardless of any statement in Publication 502 to the contrary, expenses under this Plan are treated as being "incurred" when you are provided with the care that gives rise to the expenses, not when you are formally billed or charged, or you pay for the medical care. Also, no reimbursement will be allowed for any privately held insurance policies or long-term care expenses.