

# Orthodontia and Flex Benefits

## *Payment options for Orthodontia Expenses under your Flexible Spending Account*

Orthodontia is a reimbursable expense through your Health Care Flexible Spending Account (HCFSAs). It is unique from other eligible expenses in that there is generally no precise relationship between payment and treatment rendered over time. Therefore, there are two options for orthodontia reimbursement: a **Monthly Payment Option** or a one-time **Full Payment Option** paid up-front.

### **Monthly Payment Option**

Under this option, the initial down payment (which may be up to 1/3 of the amount owed less insurance) is reimbursable as soon as the appliance is installed. The remaining patient balance is reimbursed in equal installments over the length of treatment.

A provider contract from the orthodontist's office containing the following is required documentation (submit this with the claim):

- The date of installation
- Estimated insurance towards the treatment
- Total cost of the treatment
- Estimated length of the treatment

If a contract is not available, Benesyst offers an *Orthodontia Reimbursement Support Form* which gathers the same information necessary to legally document your claim. This form is available on our website [www.benesyst.net](http://www.benesyst.net) after you login.

When service extends past the first plan year, participants will need to estimate the new flex election based on what they owe in each following year.

### **Full Payment Option**

When a participant pays in full for the orthodontia treatment at the time of installation, the full amount is reimbursable up to the amount owed or the HCFSAs election amount (whichever is less). The *Full Payment Option* is offered as a one-time payment only. Even if service ultimately costs more than expected, additional unreimbursed amounts cannot be claimed.

In order for reimbursement to occur, the following must be met:

- The braces must be installed during the current plan year (not necessarily the calendar year)
- Proof of payment showing the orthodontia was paid in full must be submitted with the acceptable documentation.

Acceptable documentation to submit with the claim along with proof of payment is a provider contract from the orthodontist's office. The contract must contain the following:

- The date of installation
- Estimated insurance towards the treatment
- Total cost of the treatment
- Estimated length of the treatment

As mentioned above, If a contract is not available, Benesyst offers an *Orthodontia Reimbursement Support Form* which gathers the same information necessary to legally document your claim. This form is available on our website [www.benesyst.net](http://www.benesyst.net) after you login.

#### **For Example:**

Mary has a calendar year 2008 HCFSAs election of \$1,200. In 2008 her son has braces installed. Mary pays \$1,500, which is her portion after expected insurance coverage.

#### **Full Payment Option**

Mary can submit a copy of her receipt showing payment in full for Orthodontia as well as a copy of her *Provider Contract* showing the total cost of the treatment. Her full reimbursement for the service would be \$1,200 which would exhaust her election for the plan year. Under the *Full Payment Option* Mary would be unable to submit any further claims.

#### **Monthly Option**

Mary has other medical expenses to claim and prefers to spread out her reimbursement of the orthodontia expense. Under the *Monthly Option*, Mary could claim up to \$500 (1/3 of the total amount) at the time of installation. She would then divide the remaining \$1,000 by the number of months of expected treatment to determine a claimable monthly amount. On the 1st of every month through the end of treatment, Mary claims the monthly installments. The *Monthly Option* allows Mary to fit in her additional claims besides the orthodontia and receive the maximum FSA benefit for the entire cost of her son's Orthodontia treatment over time .