

Endowed Open Enrollment 2025

October 17, 2024

Endowed Open Enrollment for 2025

Below, we've included important information about the 2025 Open Enrollment, when you can make certain changes to your health, dental, and vision plans effective the following January 1st. Visit our [Open Enrollment webpage](#) for a quick reference to everything you should know about Open Enrollment.

Dates and Deadlines

- Tuesday, 10/22 & Wednesday, 10/23 - Online Benefit Presentations
- Monday, 10/28 - Open Enrollment BEGINS
- Tuesday, 10/29 - In-person Benefair
- **Friday, 11/15, 4 pm EST - Open Enrollment ENDS**

October Benefair

Our annual Benefair events are an excellent way for you to better understand the vast array of benefits available to faculty and staff. This year, Benefair will be a hybrid event over several days, allowing you the flexibility to attend online or in person to connect with benefits representatives and providers.

ONLINE BENEFAIR PRESENTATIONS: Tuesday, 10/22 and Wednesday, 10/23

Schedule & presentation details located at hr.cornell.edu/benefair

IN-PERSON BENEFAIR: Tuesday, October 29th from 9:00 am – 1:30 pm

[Cornell Biotechnology Building](#), 526 Campus Rd., Ithaca, NY 14850

Aetna Health Plans – Coverage updates and premium increases

For 2025, we are pleased to announce some enhancements to the coverage provided under the various Aetna Health Plans for blood and blood products, as well as diagnostic services related to colonoscopies and breast imaging. Formulary adjustments for prescriptions will continue to happen every January 1st. Employees who take a prescription drug affected by a formulary change will receive a notification from OptumRx via postal mail by November 1st.

As anticipated, insurance premiums and healthcare costs continue to rise nationally, impacting Cornell's health plans. For 2025, total premiums are increasing by approximately 8%. To help lessen the impact, Cornell will continue to pay most of the health care insurance premium, subsidizing around 92% of individual coverage and about 82% of family coverage.

Estimates for employees' share of the 2025 premium increases are as follows, depending on the type of coverage (individual, individual plus child/children; individual plus spouse/partner; family):

- Cornell High Deductible Health Plan with HSA: \$2.48 - \$26.20 per month
- Cornell Program for Healthy Living Plan: \$5.75 - \$38.95 per month
- Cornell Weill PPO Plan: \$10.36 - \$57.36 per month

(NOTE: the lowest cost increase is for individuals; the highest is for family coverage.)

Please visit the [Open Enrollment website](#) for multiple resources and tools to compare plans and actual costs based on your chosen coverage level.

Health Savings Accounts (for those in the Aetna HSA/high deductible health plan)

2025 Increases

- For 2025 HSA plan participants, the contribution maximums will increase from \$4,150 to \$4,300 for individuals and from \$8,300 to \$8,550 for families.
 - The Cornell contribution for 2025 participants continues to be \$1,000.
- The deductibles are also increasing due to changes in Federal regulations to \$1,650 for Individuals and \$3,300 for families.

MetLife Dental Plans – No Benefit Plan Changes; Small Increase in Premiums

For 2025, there are no benefit plan changes under the two dental plans.

Due to rising costs and increased usage, MetLife has notified us that they must increase insured dental premiums by approximately 4.0% for 2025.

Estimates for employees' share of the 2025 premium increases are as follows, depending on the type of coverage (individual, individual plus child/children; individual plus spouse/partner; family):

- Standard Plan, costs will increase +\$1.12 to \$3.75 per month
- Dental Plus Plan, costs will increase +\$1.82 to \$5.94 per month

(NOTE: the lowest cost increase is for individuals; the highest is for family coverage.)

MetLife/Davis Vision Plan – No Benefit Plan Changes; No Increase in Premiums

We are pleased to announce that the Davis Vision plan has not changed for 2025, and a rate guarantee remains.

ARAG Legal Insurance – No Change in Coverage; No Increase in Premiums

For 2025, there are no changes to the ARAG Legal Insurance, and the rate guarantee remains in place. A separate Open Enrollment for Legal Insurance runs from October 28, 2024, to December 31, 2024, effective January 1, 2025.

Flexible Spending Accounts

2025 FLEXIBLE SPENDING ACCOUNT - YOU MUST ENROLL EACH YEAR!

If you want a Medical Care or Dependent Care FSA in 2025, you MUST enroll or re-enroll in Workday during Open Enrollment. Use the [Workday Decision Enrollment Guide worksheets](#) and step-by-step instructions to make your FSA elections in Workday before the November 15th deadline.

- **Medical Care FSAs:** The pretax contribution limit for Medical Care FSAs is **\$3,200**.*
- **Medical Care FSAs:** The maximum carryover amount is **currently \$640* for carryover for 2024 account balances to 2025 accounts**.
- **Dependent Care FSAs:** The 2025 pretax contribution limit for Dependent Care FSAs remains at **\$5,000 per household**.
- **Commuter Accts** (if eligible): The combined pretax contribution limit for Commuter expenses is **\$315* per month**. The pretax Parking limit is **\$315* per month**.

* The IRS has not confirmed an increase to the 2025 maximum contribution prior to this announcement.

Customer Service and Our Commitment to You

We hope that you have found the information in this letter helpful. Throughout Open Enrollment, we encourage you to review the resources available on our [Open Enrollment](#) webpages and [Workday's](#) Open Enrollment screens, as they may be able to address your questions.

We look forward to seeing you at this year's [Benefair](#).

Eric D. Biegler

Eric D. Biegler, and your Benefit Services & Administration Team