Cornell University | Benefit Services & Administration

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# Endowed Open Enrollment for 2027

Below, we've included important information about the 2027 Open Enrollment, when you can make certain changes to your health, dental, and vision plans effective January 1, 2027. Visit our Open Enrollment webpage for a quick reference to everything you should know about Open Enrollment.

## Important Dates

- Monday, 10/26/2026 - Open Enrollment BEGINS
- Tuesday, 10/27/2026 - In-person Benefair
- **Friday, 11/13/2026, 4 pm EST – Open Enrollment ENDS**

## October Benefair

Our annual Benefair event is an excellent way for you to better understand the vast array of benefits available to faculty and staff. This year, Benefair will be in-person to allow you to connect with benefits representatives and providers.

**IN-PERSON BENEFAIR: Tuesday, October 27, from 9:00 am – 1:30 pm**

Cornell Biotechnology Building, 526 Campus Rd., Ithaca, NY 14850

# Aetna Health Plan Updates

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

## Increased expenses and cost-sharing in 2027

Healthcare costs continue to rise nationwide, affecting employers and workers across all sectors. Cornell's Endowed health plan costs increased approximately 16 percent in 2026 and are projected to increase by an additional 13 percent increase in 2027.

To help address these rising costs, Cornell will invest another $18 million in 2027 bringing its total contribution to $159 million.

The employee share of premium costs will remain unchanged at 9 percent for individual coverage and 22.5 percent for all other coverage levels. However, because those percentages are being applied to a higher overall cost of coverage, employee premiums will increase in 2027. In other words, while the cost-sharing formula remains unchanged, the total cost being shared has grown, resulting in higher contributions from both Cornell and employees. *See Endowed Health Plans Rate chart.*

The impact of the monthly premium increase beginning in January 2027 will vary from $6 to $143, depending on the type of insurance plan an employee has, the number of people on that plan, and whether the employee is paid over 24 or 26 checks per year. We urge all employees to review the new 2027 rates and factor these increases into your personal financial budgeting. The university does not make this decision lightly. Requiring faculty and staff to pay more for their healthcare was unavoidable in a financial landscape that is strained for institutions, families, and individuals. We empathize with all members of our community contending with this unexpected new monthly expense.

## Coverage updates

For 2027, the benefits provided under the various Aetna health plans will remain robust. Formulary adjustments for prescriptions are effective each January 1 and July 1. Employees who take a prescription drug affected by a formulary change will receive a notification from OptumRx via postal mail by November 1, 2026.

## All Endowed Aetna Health Plans

*See Endowed Health Plans Comparison*

### Preventative Services

- Services associated with a routine cervical cancer screening for women at average risk will be covered at 100% with no deductible. These services include biopsy, colposcopy, extended genotyping, cytology, and pathologic evaluations.

### Maternity Care Billing

- Maternity care billing will transition from a global billing model to a service-based billing structure where services will be billed separately throughout the course of care rather than as a single bundled service.

## Cornell Plan for Healthy Living (CPHL)

### Deductible

- In-Network CPHL deductible will be changing from $100 Individual / $200 Family to $200 Individual / $400 Family.
- Out of Network CPHL deductible will be changing from $400 Individual / $800 Family to $1,250 Individual / $2,500 Family.

### Out of Pocket Maximum

- In-Network CPHL out of pocket maximum will be changing from $2,000 Individual / $4,000 Family to $3,000 Individual / $6,000 Family.
- Out of Network CPHL out of pocket maximum will be changing from $3,500 Individual / $7,000 Family to $3,750 Individual / $7,500 Family.

### Copays

- In-Network copays for a primary care provider, specialist, mental health outpatient, and a children's eye exam will be changing from $20 to $25.

## High Deductible Health Plan (HDHP)

### Deductible

- The deductibles are also increasing due to changes in Federal regulations to $1,750 for individuals and $3,500 for families.

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

### 2027 Increases

- For 2027 HSA plan participants, the contribution maximums will increase from $4,400 to $4,500 for individuals and from $8,750 to $9,000 for families.
- The Cornell contribution for 2027 participants continues to be $1,000.

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

For 2027, there are no benefit plan changes under the two dental plans.

Due to rising costs and increased usage, MetLife has notified Cornell that they must increase insured dental premiums by approximately 5.3 percent for 2027.

Employee cost-share increases for 2027 are listed below and are dependent on the level of coverage elected (individual, individual plus child/children; individual plus spouse/partner; family):

- Standard Plan, costs will increase in the range of +$1.63 to $5.45 per month
- Dental Plus Plan, costs will increase in the range of +$2.64 to $8.63 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 will not change in coverage or in cost for 2027.

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

For 2027, 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 26, 2026, to December 31, 2026, with changes to be effective January 1, 2027.

## Flexible Spending Accounts

**2027 FLEXIBLE SPENDING ACCOUNT – REMEMBER YOU MUST ENROLL EACH YEAR!**

If you want a Health Care or Dependent Care FSA in 2027, 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 13th deadline.

- **Health Care FSAs:** The pretax contribution limit for Health Care FSAs is **$3,400***.
- **Health Care FSAs:** The maximum carryover amount is **$680 for carryover for 2026 account balances to 2027 accounts.**
- **Dependent Care FSAs:** The 2027 pretax contribution limit for Dependent Care FSAs remains at **$7,500 per household**.
- **Commuter Accts** (if eligible): The combined pretax contribution limit for Commuter expenses is **$340* per month**. The pretax Parking limit is **$340* per month**.

**The IRS has not confirmed an increase to the 2027 maximum contribution before this announcement.*

## Customer Service and Our Commitment to You

We hope you 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 help in your decision-making and answer 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