

October 25, 2022

Endowed Open Enrollment starts in one week - Here's a "sneak peek" ... (keep reading!)



No changes to medical, dental, and vision coverage.

In the next pages we've included important information for your 2023 Open Enrollment:

Page 1: Open Enrollment period and next steps

Page 2: Benefair (in-person & online) - dates and presentations
Aetna Health Plan renewals for 2023

Page 3: MetLife Dental Plan renewals for 2023
Davis Vision Plan renewal for 2023
ARAG Legal Insurance renewal for 2023
Health Savings Account renewal for 2023
2023 FSA information - You MUST re-enroll for FSA each year!

Page 4: Customer Service and Our Commitment to You

Endowed Open Enrollment 2023 – Dates and Deadlines

- Open Enrollment OPENS on Tuesday, 11/01
- In-person Benefair: Wednesday, 11/9
- Online Benefair Webinar Sessions: Monday, 11/14 & Tuesday, 11/15
- **Open Enrollment CLOSES on Monday, 11/21, 4pm EST**

Open Enrollment is the time of year when you can make certain changes to your health, dental, and vision plans to be effective the following January 1st. Visit our [Open Enrollment webpage](#) for a quick reference to all that you should know about Open Enrollment. Then, use the Workday Decision Enrollment Guide worksheets and step-by-step instructions to determine any changes you'd like to make in Workday before the deadline.

Benefair November 2022

Our annual Benefair events are an excellent way for you to better understand the wide array of benefits available to faculty and staff. This year, Benefair will be a hybrid event over several days, allowing you flexibility to attend in-person or online to connect with benefits representatives and vendors. And the presentations will be recorded for you to watch later!

IN-PERSON BENEFAIR: WEDNESDAY, NOVEMBER 9

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

9:00 am – 5:00 pm

11:00 am – 1:00 pm, Flu vaccine clinic provided by Wegmans

ONLINE BENEFAIR WEBINAR SESSIONS: MONDAY, 11/14 AND TUESDAY 11/15

Presentations/Information will be provided by:

- Aetna Health Plans
 - Optum Rx Prescription Drug Program
 - MetLife Dental
 - Davis Vision
 - PayFlex – Flexible Spending Accounts
 - CIGNA Life Insurance
- and more...

[Schedule of Benefair Presentations \(will be posted November 1\)](#)

Aetna Health Plans – No Plan/Coverage Changes; Cornell Subsidizes More of Cost Share

For 2023, we are pleased to announce that there are no changes to the coverage or benefits provided under the various Aetna Health Plans beyond normal formulary adjustments that occur each January 1st. (Employees taking a prescription drug that will experience a formulary change will be notified by Optum by December 1.)

As anticipated, insurance premiums are rising nationally in 2023. Cornell's health plans are not immune from these increases, resulting in part from an uptick in treatments and procedures delayed by the two-year COVID-19 pandemic. The health and wellbeing of our community is paramount, and we want to ensure that our faculty and staff have access to the care they need, when they need it.

To counter the impact of higher health care premiums, Cornell will subsidize a majority of the almost 12% rate hike, limiting employees' obligation to 5%. With this additional institutional contribution, Cornell now subsidizes approximately 92% of the total cost of individual employee health care coverage and approximately 80% of the cost to insure a family.

We recognize that any increase in health care premiums may impact personal savings and family budgets. Estimates for employees' share of the 2023 premium increases are as follows, depending on type of coverage (individual, individual plus child/children; individual plus spouse/partner; family):

Cornell High Deductible Health Plan with HSA: \$1 - \$15 per month

Cornell Program for Health Living Plan: \$3 - \$22 per month

Cornell Weill PPO Plan: \$6 - \$32 per month

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

When Open Enrollment begins on November 1st, there will be multiple resources and tools to allow you to see plan comparisons and actual costs for each plan, based on the level of coverage you choose.

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

For 2023, we are pleased to announce that there are no changes to the coverage/benefits under the two dental plans. Due to rising costs and increased usage, MetLife has notified us that they must increase insured dental premiums by 2.5% in 2023. **Depending on the level of coverage elected, the dollar impact for each plan is: Standard Plan, costs will increase ~\$.58-\$1.96 per month; Dental Plus Plan, costs will increase ~\$.95 -\$3.10 per month.**

Davis Vision Plan – No Plan/Coverage Changes; No Increase in Contributions for 2023!

For 2023, we are pleased to announce that there are no changes to the Davis Vision plan or coverage and that a rate guarantee remains in place. **If enrolled, you will continue to pay the same level of contributions since 2021!**

ARAG Legal Insurance – No Change in Coverage; Small Increase in Contributions

A separate Open Enrollment for Legal Insurance runs from November 1, 2022 to December 31, 2022, for an effective date of January 1, 2023. **We are pleased to announce no changes to the legal coverage offered. If enrolled, your voluntary contribution will increase by \$1.50 per month.**

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

2023 CONTRIBUTION LIMIT INCREASE

- For 2023 HSA plan participants, the contribution maximums will increase from \$3,650 to \$3,850 for individuals and from \$7,300 to \$7,750 for families.
- The Cornell contribution for 2023 participants continues to be \$1,000.

Flexible Spending Accounts

2023 FLEXIBLE SPENDING ACCOUNT ENROLLMENT - YOU MUST ENROLL EACH YEAR!

If you want a Medical Care or Dependent Care FSA in 2023, 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 21st deadline.

- **Medical Care FSAs:** The 2023 pretax contribution limit for Medical Care FSAs is **\$3,050**. This is a \$200 increase from the 2022 limit of \$2,850.
- **Medical Care FSAs:** The maximum carryover amount for remains at **\$570 for carryover of unused amounts from 2022 accounts to 2023 accounts**, increasing to **\$610 for carryover for 2023 account balances to 2024 accounts**.
- **Dependent Care FSAs:** The 2023 pretax contribution limit for Dependent Care FSAs remains at **\$5,000 per household**.

- **Commuter Accts** (if eligible): The 2023 combined pretax contribution limit for Commuter expenses is **\$300 per month**. The pretax Parking limit is **\$300 per month**. These have both increased by \$20 from 2022.

2022 MEDICAL CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT

- 2022 accounts are for expenses for services received on or before Friday, December 31, 2022; you may submit claims for 2022 services to PayFlex up until 4/30/2023.
- If you have a balance as of December 31, 2022, and still have a balance after all of your 2022 eligible expenses have been submitted, up to \$570 of your remaining 2022 balance will be rolled into a 2023 account by March 2023. Remaining money in your 2022 account (exceeding \$570), after all eligible claims have been paid, will be forfeited.

2022 DEPENDENT CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT

- You may incur expenses from 1/1/2022 – 3/15/2023 to be submitted for reimbursement from your 2022 account.
- The claims deadline to submit claims for 2022 dependent care expenses is 4/30/23.

Customer Service and Our Commitment to You

We hope that you have found the information in this letter helpful.

Please plan to join us at this year’s [Benefair](#), or watch the recorded presentations afterwards.

While we remain dedicated to providing high quality service to you, our office continues to experience an extraordinarily high volume of phone calls and emails each day. We are attempting to address this volume by allocating additional temporary staff support but are still challenged in our ability to return calls/emails as quickly as we would like. We do appreciate your patience and understanding.

Throughout Open Enrollment, we encourage you to review the resources available on our Open Enrollment webpages and on Workday’s Open Enrollment screens (see various resource links throughout this email). There will be much valuable information available on these webpages/screens that may be able to address your questions in a more timely manner than we can, due to our current volume of emails and phone messages.

Eric D Biegler

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