

# Open Enrollment for 2024

October 23 through November 13, 2023

## Are you ready for Open Enrollment?

Open Enrollment is your opportunity to select or make changes to your benefit elections based on your needs. Over the past few years, we have made significant changes to modernize our benefits package based on your feedback. For 2024, we are focused on stability and ensuring you can make the most out of the benefits we offer.

### Our Benefits Journey

We are continuing a multiyear, multiphase journey to refine and realign our benefits to ensure we invest our dollars wisely to offer you a comprehensive, competitive and progressive benefits package.

#### 2021

- ✓ Conducted the CMU benefits survey and market analysis
- ✓ Collected your feedback
- ✓ Compared our offerings to our peer groups

#### 2022

- ✓ Consolidated medical plan carriers
- ✓ Reduced copays to address pandemic needs

#### 2023

- ✓ Enhanced plan designs to provide you greater choice and manage costs
- ✓ Sunsetting HRA plan and transitioned to HSA plan

#### 2024

Coming Soon!

- ❑ We will roll out total rewards statements
- ❑ We will introduce voluntary benefit plans to complement CMU plans

### Key Highlights



Added HSA plans as a cost-effective medical plan option that includes a tax-advantaged health savings vehicle



Made the copay for all generic preventative medications \$0



Saved families \$100 each month on specialty drug prescriptions with Prudent Rx

## Changes to Retirement Savings Plans

We are enhancing the administration of the retirement plans to allow a better user experience. Along with some regulatory changes, there are important updates to the CMU retirement plans:

**Managing your retirement contributions** – Beginning in December, you will log into [TIAA.org/carnegiemellon](https://TIAA.org/carnegiemellon) to make changes to your payroll contributions. This change allows for a simplified enrollment process and access to retirement planning tools and services for a more robust experience.

**Using your retirement funds** – Effective January 1, 2023, the required minimum distribution age increased to age 73, which means you can let your savings grow for longer before having to spend the funds.

**Increasing your catch-up contributions** – For faculty and staff ages 50 and older, you can make catch-up contributions in 2024 up to an additional \$7,500. Catch-up will increase to \$10,000 per year starting in 2025 for participants ages 60 to 63.

# Comparing Your Medical Coverage Options

Take a closer look at your medical plan options side-by-side. For more information, review the [2024 Benefits Guide](#).

	EPO (Highmark only)	HMO (UPMC only)	PPO 1	PPO 2	HD PPO w/ HSA
	(Highmark only)	(UPMC only)	(Highmark & UPMC)		
<b>Deductible</b> (Individual/Family)	\$0/\$0 IN		\$250/\$500 IN \$500/\$1,000 OON Embedded <sup>1</sup>	\$500/\$1,000 IN \$750/\$1,500 OON Embedded <sup>1</sup>	\$1,600/\$3,200 IN \$3,200/\$6,400 OON CMU HSA seed: \$250/\$500 Non-Embedded <sup>2</sup>
<b>Out-of-Pocket</b> (OOP) Maximum <sup>4</sup> (Individual/Family)	\$1,000/\$2,000 IN		\$1,500/\$3,000 IN \$3,000/\$6,000 OON	\$3,000/\$6,000 IN \$3,500/\$7,000 OON	\$3,200/\$6,400 IN \$6,400/\$12,800 OON
<b>Coinsurance</b> <sup>5</sup>	100% IN		90% IN 60% of UCR OON <sup>3</sup>	75% IN 60% of UCR OON <sup>3</sup>	80% IN 60% of UCR OON <sup>3</sup>
<b>Copay</b> (PCP/Specialist/ER)	\$20/\$35/100 IN		\$20/\$35/\$100 IN 60% of UCR OON <sup>3</sup>	\$25/\$40/\$100 IN 60% of UCR OON <sup>3</sup>	80% IN 60% of UCR OON <sup>3</sup>
<b>Need PCP and/ or referrals for specialist visits</b>	No			N/A	
<b>In-Network Benefits</b>	Yes			Yes	
<b>Out-of-Network Benefits</b>	Emergency Only			Yes	
<b>National Network Access</b>	Yes	No National coverage only available for eligible dependents outside of Western PA (e.g., children away at college)		Yes	
<b>Local Access:</b>				Yes	
UPMC	Yes	Yes			
Allegheny Health Network	Yes	No		Yes (Highmark)   No (UPMC)	

## ACRONYMS KEY

- HD** – High Deductible
- IN** – In Network
- OOP** – Out of Pocket
- OON** – Out of Network
- PCP** – Primary Care Provider
- UCR** – Usual, Customary and Reasonable

- 1 When any individual meets the individual deductible, the plan begins to share cost with that person. The rest of the family combined must meet the remaining family deductible before the plan shares costs with them.
- 2 The plan begins to pay eligible medical and prescription drug expenses only when the family meets the entirety of their deductible.
- 3 Usual, customary, and reasonable charges the carrier has established for medical services. Out-of-network providers may bill you for their charges in excess of the UCR. Expenses in excess of the UCR do not count toward the out-of-pocket maximum.
- 4 For the HDHP with HSA, both medical and prescription drug costs accumulate towards the same OOP maximum. For all other plans, medical costs accumulate towards a medical OOP maximum while prescription drug costs accumulate towards a separate prescription OOP maximum.
- 5 Coinsurance is what the plan pays.

**EPO & HMO:** Both Exclusive Provider Organizations and Health Maintenance Organizations have lower out-of-pocket costs at the point of care but do not provide benefits for out-of-network providers, except in the case of an emergency. Members must use in-network providers.

**PPO:** Preferred Provider Organizations typically have a deductible and coinsurance. This type of plan allows you to use in- or out-of-network providers, although you receive a higher level of benefits when you stay in network for services.

**HDHP:** A qualified high-deductible health plan, or “HDHP,” has a higher annual deductible than a traditional health plan. Members pay all costs out of pocket or with an HSA until the annual deductible is met. Keep in mind that the deductible and out of pocket maximum are shared with the prescription plan.

# Understanding the Difference: HSA vs LPFSA vs HCFSA

When you enroll in the High Deductible PPO with HSA, you will have the option to contribute to a Limited Purpose FSA in addition to the HSA. However, if you enroll in an HSA, you cannot use a Health Care FSA.

	HSA	LPFSA	HCFSA
Set Up	Automatic	Election	Election
Eligible Expenses	Medical, dental, vision and prescription	Dental, vision	Medical, dental, vision and prescription
2024 Max. Contributions	Individual: \$4,150 Family: \$8,300 Catch-up: \$1,000	\$3,050	\$3,050
Tax Implications	Federal tax-free	Federal tax-free	Federal tax-free
Deadline to Use Funds	None	March 15; Grace Period	March 15; Grace Period
Receipts	May be required	May be required	May be required
Payment Card	Debit card	Debit card	Debit card

Unique Advantages	HSA	LPFSA	HCFSA
	Accompanies an HD PPO plan and bridges the cost of care. Funds grow tax-free and are yours even if you leave CMU or retire.	Pairs with an HSA and can be used to pay for qualified dental and vision expenses. You can use rather than dipping into your HSA.	Can be used to pay for the qualified medical, dental, vision and prescription expenses. However, if you enroll in an HSA, you cannot use a HCFSA.



**HSA:** Health Savings Accounts accompany High Deductible Health Plans and allow you to invest money to pay for qualified medical, prescription, dental, and vision expenses. You own this account and can take the account dollars with you if you leave the university. You must be enrolled in a Qualified High Deductible Health Plan to enroll in an HSA.

**LPFSA:** Limited Purpose Flexible Spending Accounts are a special type of FSA that can be used with an HSA and lets you use pre-tax dollars to pay for qualified dental and vision expenses. You must be enrolled in a Qualified High Deductible Health Plan to enroll in an LPFSA.

**HCFSA:** Health Care Flexible Spending Accounts allow you to set aside a certain amount of pre-tax dollars to pay for qualified healthcare expenses. This essentially lowers the cost of healthcare by allowing you to pay with tax-free money. If you enroll in a HDHP and enrolled in an HSA, you are not eligible for an HCFSA.

# 3-Step Checklist for Enrollment



## STEP 1

Consider the services you'll need for 2024.

Assess how your needs may have changed over the past year and what's most important going forward. For example:

- Would you rather pay more in monthly contributions or at the time of service?
- Have you or your dependents been diagnosed with a new health condition that requires additional care or new providers?
- Do you anticipate any upcoming major medical costs like surgeries?
- Are you expecting a child or planning to expand your family?

Having the answers to these and other questions will allow you to choose the right plans for you and your family.



## STEP 2

Mark your calendar to attend a benefits drop in session.

You will have the opportunity to ask questions about CMU's benefits and enrollment during virtual meetings before and during enrollment. [View the session schedule](#). We also encourage you to spend time reviewing the [enrollment information](#) before you attend so you are prepared to ask questions.

## Is my doctor in-network?

It's an important consideration when weighing your medical plan options for 2024. To see if your preferred physicians and facilities are still in-network, check the [Highmark](#) or [UPMC](#) provider directories.

## Have questions about your benefits?

Contact Human Resources Services: Monday – Friday, 8:30am to 5pm Eastern Time at 412-268-4600 or 888-625-4600.



## STEP 3

Enroll by Monday, November 13 at 5pm EST.

Elect your benefits through [Workday](#) between October 23 and November 13. Review our [system guide](#) for detailed instructions.

## If You Don't Make Elections During Open Enrollment

Your medical, dental, vision, and most other coverage will roll over to 2024 at the new contribution rates. Healthcare FSA, Limited Purpose FSA and DCRA elections will not carry over into 2024 and will instead be waived. You will not be able to make any changes until the next Open Enrollment period, unless you experience a qualified life event, like birth, adoption, divorce, marriage, or loss of coverage under another health plan. Learn more about how to enroll in case of a [qualified life event](#)!

For more information about your benefits, review the [2024 Benefits Guide](#).

Carnegie Mellon University

Enroll through Workday from October 23 to November 13!