# Benefits Highlights

## Overview

==**The annual open enrollment period for University of Rochester benefits for calendar year 2023 will be held from Tuesday, November 1–Tuesday, November 15, 2022.**==

Choosing the right benefits is an important and challenging decision. Resources are available on the Open Enrollment website (**rochester.edu/benefits/openenrollment**) to help guide you through selecting your 2023 benefits. There you can access ALEX, webinars, Q&A sessions, the steps needed to complete your benefit elections, and answers to common questions. If you need additional assistance, please contact the Total Rewards Office at **totalrewards@rochester.edu**.

## New and Noteworthy

### 1. FSA contribution limits have increased for 2023.

| Flexible Spending Accounts (FSA)* |
| --- |
| Health Care or Limited Purpose FSA—$2,850 limit |
| Dependent Care FSA—$5,000 per household† |

*\* Eligibility rules apply*

*† Federal non-discrimination guidelines require the University to test the Dependent Care FSA to ensure that highly compensated employees, as defined under IRS guidelines, do not disproportionately contribute to the Dependent Care FSA. Highly compensated employees may have their FSA maximum contribution amount reduced if the test results do not meet federal guidelines.*

### 2. FSA Rollover Benefit

Eligible employees electing to contribute to a Health Care FSA or Limited Purpose FSA in 2023, may roll over up to $570 of remaining 2022 funds to 2023. To be eligible for rollover, employees must elect to contribute during open enrollment. Employees who do not elect to contribute in 2023 will forfeit leftover 2022 FSA funds. Dependent Care FSA is not eligible to have a rollover to 2023.

## Eligibility

### Review your Eligibility

The Benefit Plans offered by the University of Rochester to eligible employees cover a wide range of benefits. Since eligibility for the plans varies and eligibility rules apply, please be sure to review the benefits eligibility website at **rochester.edu/human-resources/benefits/eligibility-enrollment**.

UNIVERSITY of ROCHESTER