

Overview

The annual open enrollment period for University of Rochester benefits for calendar year 2024 will be held from Wednesday, November 1–Wednesday, November 15, 2023.

Choosing the right benefit plan 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 2024 benefits. If you would like to elect to contribute to a Flexible Spending Account (FSA), complete the included form and return to the Office of Total Rewards by November 15, 2023. Please contact the Total Rewards Office at totalrewards@rochester.edu, if you need additional assistance.

New and Noteworthy

1. The University is implementing a new salary band

The University is implementing a new salary band for the 2024 plan year. Introducing this new band will more quickly lessen the impact of the “cliff” for employees moving from salary band 3 to salary band 5. This change will be in conjunction with a multi-year adjustment strategy to mitigate the cliff. If your salary band has changed, you may have a health care rate impact in alignment with your new band:

Salary Band 1	Full-Time Employees Earning < \$68,900 and Residents & Fellows
Salary Band 2	Full-Time Employees Earning \$68,900 to < \$102,300
Salary Band 3	Full-Time Employees Earning \$102,300 to \$147,000 and Part-Time Employees < \$147,000 with more than 5 years of service
Salary Band 4	Part-time employees earning less than \$147,000 with less than 5 years of service
Salary Band 5	Employees Earning \$147,000 to < \$184,600
Salary Band 6	Employees Earning \$184,600 to < \$242,100
Salary Band 7	Employees Earning > \$242,100

2. FSA contribution limits have increased for 2024

Flexible Spending Accounts (FSA)*

- Health Care or Limited Purpose FSA—\$3,050 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.

New and Noteworthy, Continued

Eligibility

Resources

3. MetLife Legal Plan Enhancement

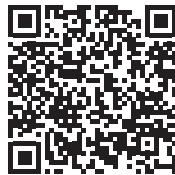
As of January 1, 2024, employees who are enrolled in MetLife Legal Plan coverage will have access to online tax preparation and filing from TurboTax at no additional cost. This service covers the preparation and filing of one individual and joint federal and state tax return through the TurboTax online software.

4. Allstate Identity Protection is now available anytime

Allstate Identity Protection delivers a powerful approach to online privacy with unique tools and proactive monitoring that help you see your personal data, manage it with real-time alerts, and protect your identity. You can now enroll, make changes, or cancel Allstate Identity Protection coverage at anytime by logging into www.YOURBenefitsExtras.com.

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 rules apply, please be sure to review the benefits eligibility website at rochester.edu/human-resources/benefits/eligibility-enrollment.



◀ Use the camera on your phone to scan the QR code and jump directly to helpful resources.