



Cornell University
Division of Human Resources

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Summary of Benefits 2016

Cornell Ithaca Endowed and Cornell NYC Tech Academic Staff

The following benefit plans and programs are available upon employment based on eligibility. If you have any questions about these programs, you should contact Benefit Services at (607) 255-3936 or send us a message at benefits@cornell.edu

HEALTH INSURANCE PLANS

Cornell offers three health care plan options with the costs shared by participants and the university. Premiums for the plans are deducted on a pre-tax basis. All of the plans are administered by Aetna.

The main plan selections feature the extensive medical network Aetna has contracted all across the nation for use in the Cornell health insurance plan offerings. The Aetna PPO is a simple plan design with a financial emphasis on accessing care in the Aetna network. The Cornell Program for Healthy Living uses the same Aetna PPO model but adds a significant amount of preventive care features to encourage healthy living not just payment for sick care. The Aetna Health Savings Account (HSA) is also based on the Aetna national PPO network, but it adds a health savings account that is tax favored and flexible in use.

The university heavily subsidizes the premium for these plans. Individual coverage costs you only 10% of the total premium and the various levels of family coverage cost you 25% of the total premium.

Aetna PPO

The Aetna PPO Plan provides a nationwide proprietary network of medical providers managed by Aetna. In this plan, you will incur a modest copayment for access to the network providers and preventive care received in-network is covered at 100%. Inpatient stays and other medical procedures by network providers list a 10% coinsurance obligation. Out-of-network care is available but the price tag is higher to you and the plan in the absence of the substantial Aetna discounts in the network. Learn more about the Aetna PPO on the Benefit Services' website at:

https://www.hr.cornell.edu/benefits/health/open_choice.html.

Cornell Program for Healthy Living (CPHL)

CPHL is a comprehensive health care plan administered by Aetna that encourages your progress to a healthier lifestyle. CPHL provides a wide array of preventive services covered at 100% if delivered by an Aetna network provider anywhere in the nation.

In addition, one can elect to have an enhanced wellness exam, an in depth assessment of your wellness state and a plan for improvement, delivered by a primary care physician who is under special contract with the University. These physicians are concentrated in the Ithaca area only. See the Benefit Services' website for more information on the enhanced wellness exam under the CPHL:

<http://www.hr.cornell.edu/benefits/health/cphl.html>

HSA Plan

The HSA Plan is designed to take advantage of a significant tax break which allows you to build up a tax-favored savings account (the HSA) to pay for certain medical expenses. The HSA takes pre-tax contributions and rolls them over year after year, building up indefinitely. If you use the funds in the HSA for qualified medical expenses, you pay no taxes on the distribution from your account, amounting to a great tax break.

The underlying health plan must contain a very high deductible in accordance with IRS regulations. This means you must pay all of the costs of medical care, preventive care excluded, until you reach the level of the deductible during the plan year and then the plan reimburses at 90% (in-network) up to the out of pocket maximum. Because this is an IRS designed plan, you are well advised to look carefully into the plan details before you enroll for this tax-favored opportunity. You can find more information on the Benefit Services' website at: <http://hr.cornell.edu/benefits/health/hsa.html>

Three-Tier Prescription Drug Program through OptumRx

Faculty and staff covered under the endowed health care plans administered by Aetna obtain prescription drug coverage through OptumRx. When you use a preferred retail pharmacy network, you pay \$5 for generic drugs, \$30 for brand drugs on the preferred list and \$50 for a non-preferred brand drug for up to a 30-day supply for prescriptions purchased at an OptumRx participating retail pharmacy. If you use a pharmacy that does not participate, OptumRx reimburses at the contracted rate less the applicable copay.

You also have the option to purchase maintenance medications through the deepest discount source available, home delivery through OptumRx. You may order up to a 90-day supply of maintenance prescription drugs through this Mail Order Program. You pay \$10 (generic), \$60 (preferred brand) or \$90 (non-preferred brand) for up to a 90-day supply.

Dental Plan, Eye Care and Sound Care Benefits

The university offers a voluntary dental plan through Ameritas with premiums paid by participants using pre-tax dollars. You have three plans to choose: Plan A+, Plan A or Plan B. The Plan A+ includes additional benefits like dental implants, adult orthodontia (12 month waiting period applies) Lasix and a hearing benefit (SoundCare).

All options provide comprehensive benefit payments with a difference in reimbursement methods. Plan A+ and A are designed to provide higher in-network benefit that approximates 90% of prevailing dental rates. Plan B is designed to provide an in-network benefit closer to 50% of prevailing rates. The reimbursement difference is reflected in the premiums, allowing you to choose the level of financial backing you prefer in your dental plan arrangement. All plans cover procedures delivered by a non-network provider at lower reimbursement rates.

The payment patterns of the plans differ, so it is important to review the structure of the plans before you make any choices. Visit the Benefit Service's website for more details on the plans and the premiums:

https://www.hr.cornell.edu/benefits/health/dental_eye.html

All enrollees of the dental plan may also use a special discount feature of the plan for eye care and materials (frames, lenses and contacts).

Long Term Disability (LTD)

This program provides income replacement of 60% of your base salary, up to a maximum of \$20,000 per month (combined with benefits from Workers' Compensation, Social Security, other group disability and employer contributory retirement plans) if you are unable to work due to total disability.

Benefits begin after six months of continuous total disability and generally continue until you are no longer disabled or you reach your Social Security normal retirement age.

Basic Life Insurance

The university provides basic coverage equal to one-half your budgeted annual salary, up to a maximum coverage of \$50,000. CIGNA insures the plan.

Cornell University Retirement Plan (CURP)

The university contributes an amount equal to 10% of annual base salary to your retirement account subject to an IRS maximum contribution amount. You decide how to allocate your contributions to a variety of funds that are available through TIAA-CREF and Fidelity Investments. Participation dates vary according to eligibility, which is determined by employment status. You are immediately vested in (you own) your CURP account with the first contribution. Tax deferral on contributions and investment growth continues until you begin to withdraw money from the account, usually at retirement.

Cornell Children's Tuition Scholarship (CCTS)

The university provides tuition scholarships for the children of eligible staff members to pursue and complete an undergraduate degree at any accredited educational institution in the country. Eligibility and benefit levels vary according to the date you were hired. Additional information about CCTS can be found on the Benefit Services' web site: <https://www.hr.cornell.edu/benefits/education/ccts.html>

The Faculty and Staff Assistance Program (FSAP)

The Faculty and Staff Assistance Program (FSAP) offers free and confidential guidance and support for Cornell benefits-eligible employees (faculty, staff, postdocs, visiting scholars, and retirees) and their partners. Over the phone or in person, FSAP staff members provide brief counseling, support, resources, and referral on such topics as personal life challenges, work-related concerns, family or relationship issues, alcohol and drug use, adjusting to change or loss, conflict resolution, and mental health issues. They are available for consultation with people who have concerns about others. Counselors also provide support in the wake of a crisis. Visit the FSAP website at <http://www.fsap.cornell.edu> or phone 607 255-2673 (5-COPE) for detailed information about services, staff, hours, directions, eligibility, and access. The FSAP is available by phone 24/7 for urgent mental health concerns. (FSAP partners with Gannett Health Services to provide responsive, professional phone consultation whenever the FSAP office is closed. This ensures that you can call FSAP anytime of day or night, every day of the year, and speak confidentially with a licensed counselor or health care provider.)

The Faculty and Staff Assistance Program (FSAP) New York City

The FSAP website includes information regarding ENI and FSAP services for NYC employees. You can click on "New York City Employees" on the grey audience bar on any page within the FSAP website to get details: <http://www.fsap.cornell.edu/services/who/nyc.cfm>

Cornell Wellness Program

Cornell Wellness serves staff, faculty, retirees, spouses, and partners. Exercise physiologists, registered dietitian nutritionists, and life coaches offer free wellness consultations in the areas of fitness, nutrition and general well-being. Additionally, Cornell Wellness provides lectures, events, workshops, and customized department specific programs. For individuals interested in accessing the fitness centers, group fitness classes, and pools, Cornell Wellness offers the option of purchasing a Recreational Membership for a fee.

Department of Inclusion and Workforce Diversity

The Department of Inclusion and Workforce Diversity was established in January 2000 to provide strategic leadership to the Cornell community in the areas of diversity, inclusion,

and the “fit” between one’s career and personal life. In alignment with Cornell’s strategic plan, the department partners closely with leadership across campus to help ensure the university meets its diversity-related compliance obligations as well as the goals of attracting, developing and retaining a diverse, highly engaged and achieving workforce, as well as connecting with the university’s retirees.

VOLUNTARY BENEFIT PROGRAMS

Tax Deferred Annuity Plan

Cornell’s Tax Deferred Annuity Plan is a 403(b) plan that offers staff the opportunity to save for retirement by making tax deferred contributions (pre-federal and pre-state income tax) to a variety of investment options offered by TIAA and Fidelity Investments. Tax deferral on contributions and investment growth continues until you begin to withdraw money from the account, usually at retirement.

457(b) Deferred Compensation Plan

Cornell offers a 457(b) Deferred Compensation Plan to staff earning over \$177,550 in year 2016. The 457(b) Plan gives you the opportunity to save more money for retirement by making tax deferred contributions (pre-federal and pre-state income tax) to a variety of investment options offered by TIAA and Fidelity. You must already be contributing to the Tax Deferred Annuity Plan at the maximum rate. Tax deferral on contributions and investment growth continues until you begin to withdraw money from the account, usually at retirement.

Flexible Spending Accounts (FSA)

This program provides an excellent opportunity to pay for qualified medical or dependent day care expenses using pre-tax money rather than ‘take home’ pay. The difference in these two modes of payment, money otherwise paid in taxes, you use to pay for a limited list of expenses outlined by the IRS. Every year during the Open Enrollment period, you have the opportunity to participate in the FSAs for the following year, or you may sign up within sixty days of your first eligibility for the program or due to certain changes in work or family status. The plan is administered by PayFlex.

Commuter Benefits

This program provides an excellent opportunity to pay for your commuting expenses with pre-tax dollars up to the IRS limit. This program is available to you if you work off the Ithaca campus: https://www.hr.cornell.edu/benefits/commuter_benefits.html. The plan is administered by PayFlex.

Group Universal Life Insurance (GUL)

GUL gives you the opportunity to purchase additional life insurance and participate in a cash accumulation fund. The plan allows you to elect up to 10 times your salary in life insurance coverage, up to \$2 million. The benefit is portable if you should leave the university. Coverage for family members is also available. If you elect to contribute to the cash accumulation fund, the interest earned is income tax deferred as long as it remains in your account. You can borrow against the money in your cash accumulation account or make withdrawals. Coverage is also available for spouses/same-sex partners and/or dependent children. CIGNA insures the plan.

Personal Accident Insurance (PAI)

You may voluntarily purchase individual or family coverage for accidental death, dismemberment, or total disability. You can select employee coverage amounts from \$10,000 to \$500,000, but coverage above \$250,000 cannot exceed 10 times your annual budgeted salary. CIGNA insures the plan.

Long Term Care

Long term care insurance provides funding for a range of services for participants who need long term custodial care in a nursing home or at home. RetirementGuard offers individual policies through several companies who design plans specific to individual needs. Additional information can be found on the Benefit Services' website at: <https://www.hr.cornell.edu/benefits/insurance/ltc.html>

Legal Plan Insurance

Legal Plan insurance offers you and your family added protection from today's legal matters – including preparing a will, assigning a power of attorney and resolving contractor disputes. Most importantly, when you choose to work with a network attorney, most covered legal matters are paid in full. Premiums are paid through payroll deduction.

Auto and Homeowner's Insurance

Automobile and homeowner's insurance may be purchased at group rates through a program arranged by Mercer Voluntary Benefits. Premiums are paid through payroll deduction. You can compare coverage options between MetLife, Travelers, Inc. and Liberty Mutual.

Pet Insurance

Our auto and homeowner's insurance vendor, Mercer Voluntary Benefits, offers pet insurance through Nationwide. Premiums are paid through payroll deduction.

New York's College Savings Program

This is a state-sponsored program that helps you save for college costs. You may open an account using payroll deduction for as little as \$15 per pay period. For more information or to enroll, go to www.nysaves.org

ClearPoint Credit Counseling Solutions (CCS)

The university has contracted with ClearPoint Credit Counseling Solutions (CCCS) to assist you with your financial concerns. You have access to a free counseling session with CCCS over the phone or in person to discuss financial concerns. More information and resources can be found on their website:

<http://www.clearpointcreditcounselingsolutions.org>

GOVERNMENT MANDATED PROGRAMS

Social Security

Social Security is a federal program of retirement, disability, survivor, and health-related benefits covering faculty and staff. You and Cornell make contributions to Social Security system as mandated by the Federal Insurance Contributions Act (FICA).

Workers' Compensation

Income protection, medical, and survivor benefits are provided for job-related illness or injuries. The costs of this program are entirely covered by the university.

Unemployment Insurance

Faculty and staff who become unemployed through no fault of their own and are able and available to work, but unsuccessful in finding employment, may be eligible to receive a weekly benefit. The Department of Labor makes all determinations regarding eligibility for these benefits. The costs of this program are entirely covered by the university.

EDUCATIONAL OPPORTUNITIES

Educational Programs

The *Guide to Workshops* offers faculty and staff the opportunity to participate in numerous educational programs. Topic areas include communication, leadership, personal and career development, supervision, health and wellness, work and family, financial administration, and information technology.

Tuition Aid Program

After one year of regular full-time or three years part-time service, benefits-eligible staff and non-voting faculty may receive partial reimbursement for job-related courses offered by other institutions. The courses need not be college level, but must be successfully completed for reimbursement. Additional information about the Tuition Aid Program can be found on the Benefit Services' web site:

https://www.hr.cornell.edu/benefits/education/tuition_aid.html

Employee Degree Program

Faculty who do not hold voting status in their college or graduate faculty and academic staff may be considered for acceptance into the Employee Degree Program after one year of regular full-time employment. Admission requires acceptance by the university, approval of the supervisor, department head, dean or executive officer, and the Office of Human Resources. Additional information about the Employee Degree Program can be found on the Benefit Services' web site:

<https://www.hr.cornell.edu/benefits/education/edp.html>

Extramural Program (Cornell Academic Courses)

Faculty, who do not hold voting status in their college or graduate faculty and academic staff may enroll in up to four credit hours per semester in Cornell academic courses tuition-free to help improve their job performance and assist in their career and personal development. Eligible faculty and academic staff may qualify for the program upon employment with approval of their supervisor and department head.

FOR MORE INFORMATION

More detailed information regarding these benefits and privileges is contained in the *Human Resource Policies* on the Web at <https://www.hr.cornell.edu/policies> and in Cornell's summary plan descriptions. If you have any questions about this summary or your employee benefit programs, contact Benefit Services, Division of Human Resources, East Hill Office Building, 395 Pine Tree Road, Suite 130, Ithaca, New York 14850, (607) 255-3936, or e-mail: benefits@cornell.edu.

While every attempt has been made to ensure the accuracy of this *Summary of Benefits*, the legal documents, policies, or certificates pertaining to the various benefit plans prevail in the event of any discrepancy. This *Summary of Benefits* does not constitute a legal document. The policies summarized here are not conditions of employment and are subject to change. The language is not intended to create a contract between the university and its faculty and staff.

The university reserves the right to amend, modify or withdraw in its sole discretion any provision contained herein. Neither this document, nor any of its terms or provisions, constitutes a contractual obligation of the university.

Policies and benefits for members of collective bargaining units may differ from those described herein.

3/2016