



Cornell University
Division of Human Resources

Benefit Services
130 Day Hall
Ithaca, NY 14853-2801
t. 607.255.3936
f. 607.255.6873
e. benefits@cornell.edu
www.hr.cornell.edu

Summary of Benefits 2013

Cornell Ithaca Endowed and CornellNYC 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 the Resource Center at Benefit Services at (607) 255-3936 or send us a message at benefits@cornell.edu

HEALTH INSURANCE PLANS

Cornell offers four 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. One of the plans, the Aetna 80/20 Plan will not accept new entrants in 2013 and will be terminated in 2014 due to an outdated plan design.

The three 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. 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.

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 for free 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 Express Scripts/Medco

Faculty and staff covered under the endowed health care plans administered by Aetna obtain prescription drug coverage through Express Scripts/Medco. 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 Express Scripts participating retail pharmacy.

You also have the option to purchase maintenance medications through the deepest discount source available, the home mailing service of Express Scripts. 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 and Eye Care Benefit

The university offers a voluntary dental plan through Ameritas with premiums paid by participants using pre-tax dollars. The plan has two participation levels: Plan A, the high option or Plan B, the low option. Both options provide comprehensive benefits with similar, waiting periods, dental networks and annual maximum benefit payments. The difference between the two plans is in the reimbursement methods. Plan A is designed to

provide an 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. Both plans also 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 Services' website for more detail 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 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.

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.)

Cornell Wellness Program

The Cornell University Wellness Program provides educational and physical fitness opportunities for staff and their families. Enrolled members may use the Wellness Program to engage in healthy lifestyle choices that enhance the social and physical dimensions of life.

Department of Inclusion and Workforce Diversity

The Department of Inclusion Workforce Diversity and Inclusion 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-CREF and Fidelity Investments. 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 in November, 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.

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 Accidental 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. Cornell makes long term care insurance available through payroll deduction. CNA insures the plan.

Auto and Homeowner's Insurance

Automobile and homeowner's insurance may be purchased at group rates through a program arranged by Marsh U.S. Consumer. Premiums are paid through payroll deduction. You can compare coverage options between MetLife Auto and Home and Travelers, Inc.

Pet Insurance

Our auto and homeowner's insurance vendor, Marsh U.S. Consumer, offers pet insurance through the Veterinary Pet Insurance (VPI) Company. 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 through payroll deduction for as little as \$15 per pay period. For more information or to enroll, go to www.nysaves.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 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 reimbursement for job-related courses offered by other institutions. The courses need not be college level, but must be successfully completed for reimbursement.

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.

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 <www.ohr.cornell.edu/policies/index.html> 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, 130 Day Hall, (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.