



SCOPE OUT YOUR BENEFITS

It's time to scope out your benefits and make the best choices for you and your family.

Open Enrollment is October 11 – November 1

FIND YOUR SPACE AND ENROLL

Review this e-mailer to see
what's changing for 2023, then
make your elections during the
October 11 – November 1
Open Enrollment period.

Your elections will go into effect
on January 1, 2023.

2023 BENEFITS HIGHLIGHTS

Medical

Annual Deductible Changes

- ★ Anthem High Deductible Health Plan (HDHP) 1800 (formerly called Anthem HDHP 1600):
 - The employee only coverage annual deductible is increasing from \$1,600 to \$1,800.
 - The family coverage annual deductible (employee + 1 or more dependents) is increasing from \$3,200 to \$3,600.
- ★ Anthem High Deductible Health Plan (HDHP) 3000 (formerly called Anthem HDHP 2800):
 - The per person annual deductible is increasing from \$2,800 to \$3,000.
 - The family maximum annual deductible (employee + 1 or more dependents) is increasing from \$5,600 to \$6,000.

Monthly Premium Changes

- ★ Anthem HDHP 3000 and Kaiser HMO
 - Premiums are decreasing.
- ★ Anthem HDHP 1800 and Anthem HMO
 - Premiums are increasing.

Comparing Your 2023 Medical Plan Premiums

Here is a breakdown of medical plan options and **monthly** premiums in California:

Medical Plan	Anthem HDHP 3000 (formerly Anthem HDHP 2800)	Anthem HDHP 1800 (formerly Anthem HDHP 1600)	Anthem HMO	Kaiser HMO
Deductible	\$3,000 per person/\$6,000 per family	\$1,800 for employee only coverage/ \$3,600 for family coverage	N/A	N/A
Medical Plan Premiums				
Employee Only	\$54	\$155	\$173	\$155
Employee + Spouse/Domestic Partner	\$127	\$370	\$411	\$377
Employee + Child(ren)	\$112	\$326	\$361	\$334
Employee + Family	\$200	\$584	\$641	\$604

If you need help deciding which plan is best for you, see “Tips for Selecting a Medical Plan” and “2023 Rates” at hr.caltech.edu/open-enrollment (Campus) or hr.jpl.nasa.gov/benefits-open-enrollment-one-stop-shop/ (JPL).

Dental, Vision, Life, Personal Accident Insurance (PAI) and Long-Term Disability (LTD)

There will be no changes to premiums or coverage for 2023.

2023 BENEFITS HIGHLIGHTS

Continued

Other Benefits

Evidence of Insurability (EOI) Requirements for Supplemental Life, Supplemental LTD and PAI Elections During Open Enrollment

The chart below indicates when your election(s) for supplemental life, supplemental LTD and/or PAI made during Open Enrollment are subject to EOI. If your election(s) are subject to EOI, you must complete and return the EOI form received from The Hartford after Open Enrollment. The Hartford must approve your EOI before your new coverage and deductions begin.

Plan	Not Currently Enrolled	Increase Current Coverage by One Level	Increase Current Coverage by Two or More Levels
Supplemental Employee Life*	EOI required	No EOI required	EOI required
Supplemental Spouse Life**	EOI required	EOI required	EOI required
Supplemental Child Life	No EOI required	N/A	N/A
Supplemental LTD	EOI required	N/A	N/A
Personal Accident Insurance (PAI)	No EOI required	No EOI required	No EOI required

*The maximum coverage amount available under the plan is the lesser of 5x your annual salary or \$1,000,000.

**The maximum coverage amount available under the plan is the lesser of the total of your basic and supplemental employee life insurance coverage amounts combined or \$200,000.

Health Flexible Spending Account (HFSA), Dependent Day Care Flexible Spending Account (DCFSA) and Health Savings Account (HSA)

In 2023, you can contribute up to the following amounts:

- ★ **HFSA** – \$2,850
- ★ **DCFSA** – \$5,000 (\$2,500 if married and filing separately)
- ★ **HSA** – \$3,850 if enrolled in employee only HDHP coverage or \$7,750 if enrolled in family HDHP coverage (employee + 1 or more dependents). Employees who are age 55 or over can contribute up to an additional \$1,000. *Please note: If you are enrolled in any part of Medicare (e.g., Part A or B), IRS rules state you are not eligible to contribute to an HSA. This is a courtesy reminder — only you can determine if you meet the eligibility requirements.*

Reminder! You can use the money in your HSA to pay for eligible expenses in 2023 or anytime in the future, even if you are no longer enrolled in one of the Anthem HDHPs.

2023 BENEFITS HIGHLIGHTS

Continued

Other Benefits

Voluntary Short-Term Disability (VSTD)

If you **work outside of California, Hawaii, New Jersey, New York and Rhode Island**, the Institute offers VSTD coverage through The Hartford. VSTD coverage is similar to California Short-Term Disability Insurance (SDI) and provides income replacement in the event of sickness or injury. If you are currently enrolled in VSTD coverage, you will experience a premium decrease for 2023. Eligible employees may newly elect VSTD during Open Enrollment with no EOI requirement. VSTD coverage is optional and 100% employee paid.

LegalShield New Coverage Cancellation Rules

Beginning January 1, 2023: If you are enrolled in the Legal Services and/or Identity Theft Protection plans through LegalShield, you can only drop coverage during Open Enrollment or within 31 days of a Qualified Life Event.

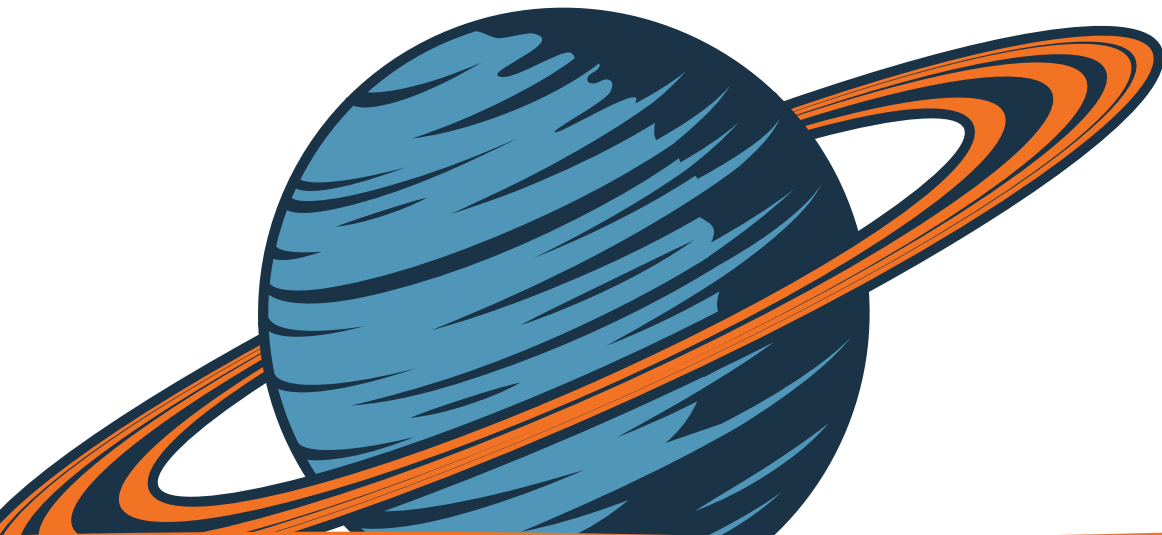
Annual Retirement Planning Checkup

Now is a good time to review your retirement savings goals and make changes to stay on track.

Consider the two savings options available under the Voluntary Retirement Plan. You can save on a pre-tax basis, allowing you to defer paying taxes on your savings until retirement, and/or on a Roth after-tax basis, which could provide you with tax-free income in retirement. You may also want to consider the Maximum Amount feature, which allows you to save the maximum allowed by the IRS by year end.* You can make changes to your Voluntary Retirement Plan savings elections at any time.

Visit tiaa.org/caltech or call TIAA at (800) 842-2252 for more information on all your retirement savings opportunities. If you need help creating your retirement savings goals, go to tiaa.org/schedulenow (Campus) or tiaa.org/schedulenow-jpl (JPL) and schedule a one-on-one consultation with a TIAA financial consultant.

* This limit may be reduced for some participants due to contributions received under the Caltech Base Retirement Plan.



YOUR ACTION PLAN

1 Research more about your 2023 benefits.

Scan the QR code or visit hr.caltech.edu/open-enrollment (Campus) or hr.jpl.nasa.gov/benefits-open-enrollment-one-stop-shop/ (JPL) to learn about your Caltech benefits and upcoming Open Enrollment events.



2 Submit your 2023 elections between October 11 and November 1.


Important: If you add new dependent(s) during Open Enrollment, you must submit supporting documentation, such as a marriage and/or birth certificate to support your dependents' eligibility and relationship to you. **If you do not upload the required document(s) during Open Enrollment, your dependent(s) will not be covered under the Caltech plans in 2023.**

Campus

To enroll, go to [MyBenefits.caltech.edu](https://mybenefits.caltech.edu) or click on **MyBenefits** in **access.caltech**.

Questions? Send an email to hrbenefits@caltech.edu or call (626) 395-6443.

JPL

Go to JPL Space and select  **workday**.

Questions? Submit an AskHR inquiry at servicenow.jpl.nasa.gov/hrportal or call (818) 354-4447.

3 Certify your current dependents by November 1.

Each year you must certify your dependent(s) are still eligible for coverage under the Caltech plans. **If you don't take action, their coverage will end on December 31, 2022.**

4 Re-enroll in your 2023 HFSA, DCFSa and/or HSA.

If you do not re-enroll in the HFSA, DCFSa and/or HSA by November 1, your participation in these accounts will end on December 31, 2022. **If you wish to participate in the HFSA and/or DCFSa plan(s) in 2023, you must make new election(s) during Open Enrollment or within 31 days of a Qualified Life Event. HSA elections can be made anytime via MyBenefits (Campus) or Workday (JPL).**

5 Review and update your beneficiary information for...

★ **Life insurance and/or PAI** in MyBenefits (Campus) or Workday (JPL).

★ **Caltech Base Plan and/or Voluntary Retirement Plan accounts** on the TIAA website.

SCOPE OUT YOUR BENEFITS FOR 2023

Elect or change your coverage
by November 1.