

to support you and your family

Note to self
2025
Open Enrollment is
October 8 -
November 1, 2024



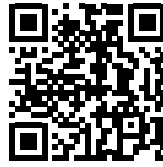
Caltech benefits are designed to support the health and well-being of you and your family. Benefits elections are important, and your needs may change from year to year, so take the time to review this mailer to see what's new for 2025, then make your elections during the **October 8 – November 1, 2024**, Open Enrollment period. Your Open Enrollment elections will go into effect on January 1, 2025.



Your To-Do List

1 Learn more about your 2025 benefits.

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




2 Submit your 2025 elections between October 8 and November 1.

Important: If you add a new dependent during Open Enrollment, you must submit supporting documentation, such as a marriage and/or birth certificate to support your dependent's relationship to you. **If you do not upload the required document(s) during Open Enrollment, your new dependent will not be covered under the Institute plans in 2025.**

Campus Benefits Office

To enroll, go to MyBenefits.caltech.edu or click on MyBenefits in access.caltech.edu.

JPL Benefits Office

Go to **JPL Space** and select 

3 Certify your current dependents during Open Enrollment.

Each year you must certify your current dependent(s) (spouse and/or children) are still eligible for coverage under the Institute plans. **If you do not take action, their medical, dental, and/or vision coverage will end on December 31, 2024.**

4 Re-enroll in your Health Flexible Spending Account (HFSA), Dependent Day Care Flexible Spending Account (DCFSA), and/or Health Savings Account (HSA) for 2025.

If you wish to participate in the HFSA and/or DCFSA plan(s) in 2025, you must make new election(s) during Open Enrollment or within 31 days of a qualified life event (QLE). **If you do not re-enroll in the HFSA and/or DCFSA by November 1, your participation in these accounts will end on December 31, 2024.**

If you wish to participate in the HSA, and are eligible to do so, you can make HSA contribution elections during Open Enrollment or anytime via MyBenefits (Campus) or Workday (JPL).

5 Review and update your beneficiary information for:

- **Life insurance and Accidental Death and Dismemberment (formerly called Personal Accident Insurance)** in MyBenefits (Campus) or Workday (JPL).
- **Retirement plan(s)** on the TIAA website, which can be accessed through MyBenefits (Campus) or Workday (JPL).

What's Changing for 2025

Medical

Anthem HDHP 1800 will be discontinued effective January 1, 2025

Due to continual cost increases and low enrollment, the Anthem HDHP 1800 plan will be discontinued in 2025. If you are currently enrolled in the Anthem HDHP 1800 plan and you do not choose a new medical plan during Open Enrollment, you and any enrolled dependents will automatically be enrolled in the Anthem High Deductible PPO plan (formerly the Anthem HDHP 3200 plan).

The Anthem High Deductible PPO plan has the same flexibility and access to the same network of providers as the Anthem HDHP 1800 plan. While the individual and family deductibles under the Anthem High Deductible PPO are higher, the premiums are lower. With lower premiums, you can set aside more pre-tax dollars in a Health Savings Account (HSA) to pay for your deductible and other eligible health care expenses.

Anthem High Deductible PPO (formerly the Anthem HDHP 3200 plan)

- The deductible is increasing to \$3,300 per person/\$6,600 per family (per IRS requirements).
- The in-network out-of-pocket maximum is increasing to \$4,500 per person/\$9,000 per family.

Kaiser CA HMO

NEW benefit enhancement: \$2,000 hearing aid coverage every 36 months.

Cost for Coverage

The monthly premium for the Anthem HMO plan will remain the same in 2025. Premiums for the Anthem High Deductible PPO plan (formerly the Anthem HDHP 3200 plan) and Kaiser HMO medical plans will increase.

2025 Medical Plan Deductibles and Premiums			
	Anthem High Deductible PPO (formerly the Anthem HDHP 3200 plan)	Anthem HMO	Kaiser HMO
Annual Deductibles			
	\$3,300 per person/ \$6,600 per family	N/A	N/A
Monthly Premiums			
Employee Only	\$65	\$186	\$155
Employee + Spouse/ Domestic Partner	\$154	\$456	\$377
Employee + Child(ren)	\$135	\$394	\$327
Employee + Family	\$242	\$707	\$585

For all premium costs and plan coverage details, visit hr.caltech.edu/open-enrollment (Campus) or hr.jpl.nasa.gov/benefits-wellness/open-enrollment.



What's Changing for 2025

Continued

Personal Accident Insurance (PAI)

Personal Accident Insurance (PAI) will be renamed to Accidental Death and Dismemberment (AD&D) Insurance. This change will not impact your existing enrollment or coverage level.

Accident, Hospital Indemnity and Critical Illness Insurance

NEW benefit enhancements will result in more value to you and your family **at no additional cost**:

Accident Insurance

- \$50 Be Well Benefit
- Therapy benefits increasing to \$50 per visit
- Inclusion of acupuncture payouts
- 25% organized sports benefit
- \$30 pet boarding benefit per day while hospitalized

Hospital Indemnity

- \$50 Be Well Benefit
- \$50 Well Child Visit benefit for infants (up to \$200 after four visits for the first year of life)
- \$250 mental and nervous/substance abuse benefit
- \$500 ICU admission benefit
- \$100 ICU confinement benefit per day

Critical Illness

- \$50 Be Well Benefit
- 14 additional covered illnesses

2025 FSA and HSA Limits

In 2025, you can contribute up to the following amounts:

HFSA – \$3,200

DCFSA – \$5,000 (\$2,500 if married and filing separately)

- There will be a contribution limit of \$3,500 for Highly Compensated Employees (HCEs). In 2025, an HCE is an Institute employee who earned \$155,000 or more in 2024 and an Institute employee hired in 2025 with an anticipated 2025 annual salary of \$155,000 or more. This is required by Section 129 of the IRS Code.

HSA

- Employee only HDHP coverage: \$4,300
- Family HDHP coverage (employee +1 or more dependents): \$8,550

Please note: Employees who are age 55 or over can contribute up to an additional \$1,000. If you are enrolled in any part of Medicare (e.g., Part A or B) or other disqualifying coverage, IRS rules state you are not eligible to contribute to an HSA. To confirm your eligibility to contribute to an HSA, please consult with a tax advisor. This is a courtesy reminder — only you can determine if you meet the eligibility requirements.



Important Reminder!

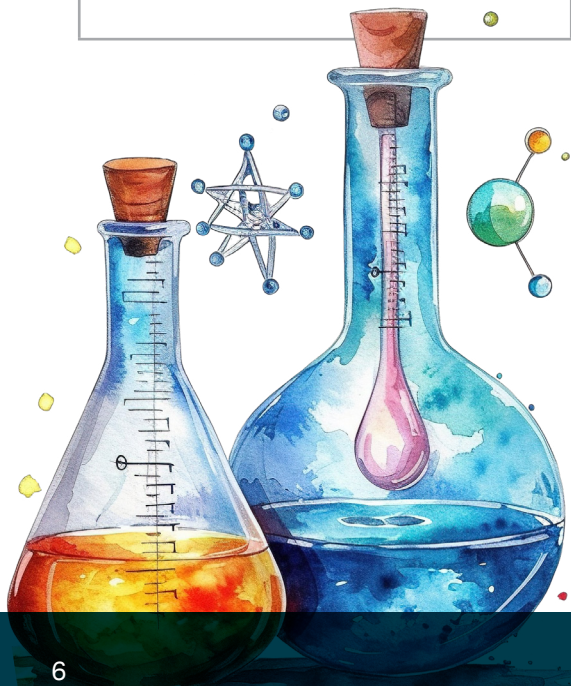
Outside of Open Enrollment, you can only make changes to certain benefits if you experience a qualified life event (QLE) and report the event to Caltech/JPL within 31 days. This strict 31-day deadline is an IRS and insurance carrier requirement. Eligible QLEs include marriage, birth of a child, divorce, and more. If you submit a QLE, you will be required to provide supporting documentation for your event (e.g., marriage certificate, birth certificate, or divorce decree).

If you have any questions about QLEs or need assistance understanding when to make changes or what documentation is required, please reach out to the Benefits Office (Campus) or AskHR (JPL) as soon as possible.

Open Enrollment Events

Save the Date!

2025 Open Enrollment "What's New" Webinar	
Campus Monday, October 7 from 12 p.m. – 1 p.m. PT Zoom link available: hr.caltech.edu/open-enrollment .	JPL Tuesday, October 8 from 1 p.m. – 2 p.m. PT To register, go to hr.jpl.nasa.gov/benefits-wellness/open-enrollment .
2025 Benefits Fair and Vaccines	
Campus Tuesday, October 8 from 8 a.m. – 3 p.m. PT in person at Avery House. For details go to hr.caltech.edu/open-enrollment .	JPL Wednesday, October 9 from 9 a.m. – 2 p.m. PT – in person on the mall. For details go to hr.jpl.nasa.gov/benefits-wellness/open-enrollment .



Annual Retirement Savings Checkup

Open Enrollment is an ideal opportunity to review your retirement savings and ensure you're on track to reach your retirement goals. Here are some steps to consider:

- Enroll in the Caltech Voluntary Retirement Plan:** If you haven't enrolled in this plan, consider enrolling today. This plan helps you set aside extra retirement savings in addition to the contributions you receive under the Caltech Base Retirement Plan. You can contribute on a pre-tax basis and/or on a Roth after-tax basis.
- Increase Contributions to the Voluntary Retirement Plan:** If you are already enrolled in the Voluntary Retirement Plan, consider increasing your contributions. The more you save, the sooner you will reach your retirement goals.
- Maximize Contributions:** Utilize the Maximum Amount feature on TIAA's salary deferral system to set your contributions to the IRS* limit, which helps you avoid having to make adjustments when contribution limits change.
- Update Beneficiaries:** Review or update your beneficiary(ies) for each of your retirement plan accounts.
- Consult Financial Advisors:** TIAA provides financial consulting services to Caltech and JPL employees. You can meet with an advisor in person at Caltech or JPL, via Zoom, or in person at TIAA's office in Pasadena. This service is part of the Caltech Retirement Plans benefit.
 - Caltech-dedicated TIAA financial consultants are available to assist Caltech and JPL employees with enrollment, explain plan details, discuss retirement goals, review outside assets for comprehensive planning, and offer actionable recommendations. You can schedule a session by visiting tiaa.org/schedulenow or by calling TIAA at (800) 732-8353.

**The 2025 general IRS limit will be available in December. This limit may be reduced for some participants due to contributions received/made under the Caltech Base Retirement Plan.*

Benefit Resources and Contacts

Resources

Go to:

Campus: hr.caltech.edu/open-enrollment

JPL: hr.jpl.nasa.gov/benefits-wellness/open-enrollment

To learn about:

- Premium costs and plan coverage details
- Institute benefit programs and how to enroll
- Guides and resources for behavioral health, family planning, and the Anthem High Deductible PPO plan and HSA
- How to update your life insurance and retirement beneficiaries
- How the Caltech/JPL dedicated Anthem Concierge can assist you with your Anthem coverage (Caltech: Ruben Rodriguez; JPL: Ramona Mickel)
- Contact information for the Benefits Office, Anthem Concierge services, and carriers
- ... and more!

Contacts

The Benefits Office and an Anthem Concierge are available via phone and virtually. In-person appointments must be scheduled in advance.

Campus Benefits Office	JPL Benefits Office
Contact the Caltech Benefits Office at hrbenefits@caltech.edu or call (626) 395-6443 (Monday – Friday, 8 a.m. – 5 p.m. PT).	Submit an AskHR inquiry at servicenow.jpl.nasa.gov/hrportal or call (818) 354-4447 (Monday – Friday, 8 a.m. – 5 p.m. PT).
Anthem Concierge for Campus	Anthem Concierge for JPL
Contact Ruben Rodriguez at rrodrig5@caltech.edu or (626) 395-6628.	Contact Ramona Mickel at ramona.mickel@anthem.com or (303) 907-5983. <i>(available only via phone or virtually)</i>

