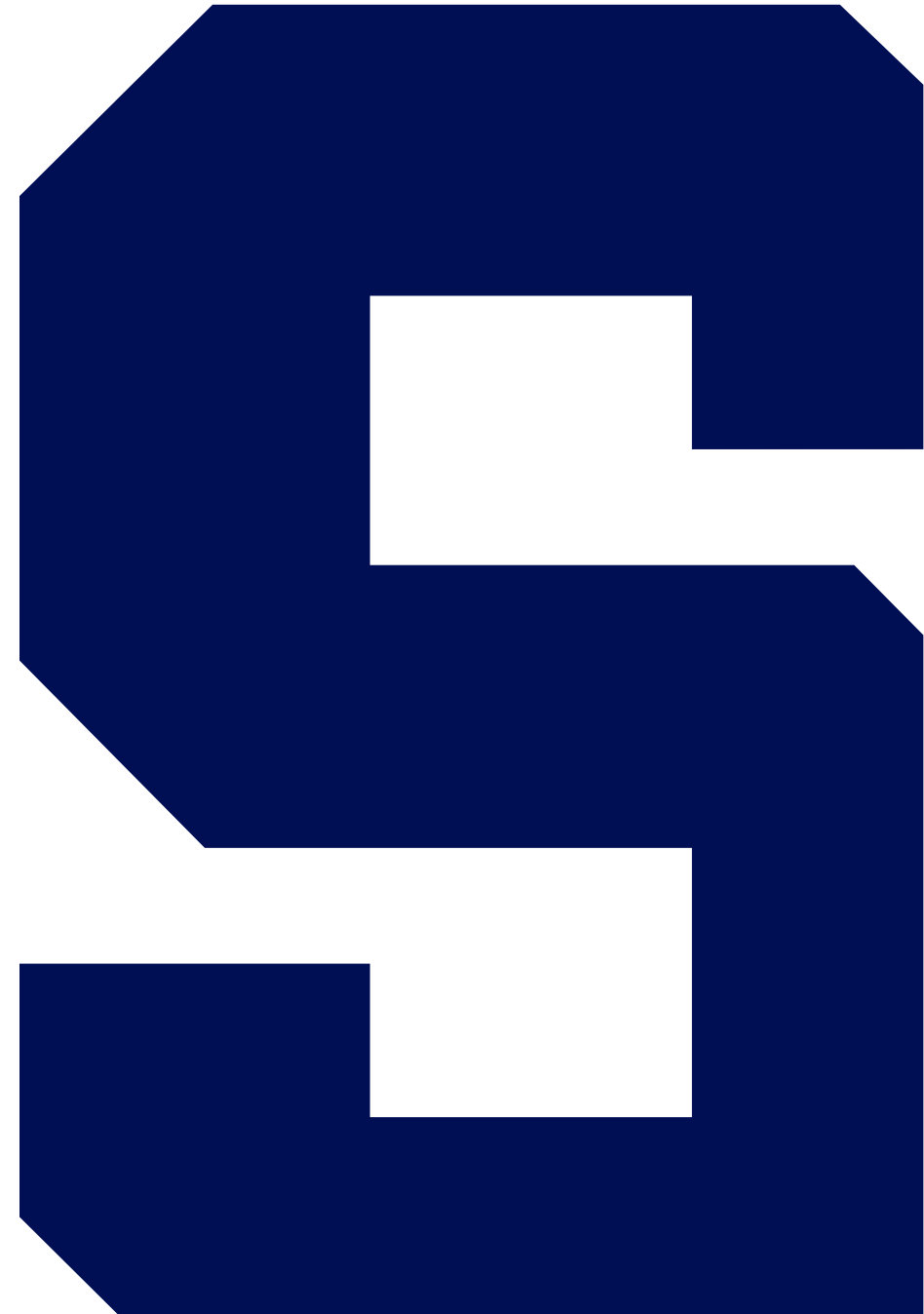




Open Enrollment

Highlights for 2026



Open Enrollment
Nov. 3-14

Resources Available for Your Benefit Questions

- Visit the Open Enrollment website: **hr.syr.edu/openenrollment**
- Topic specific emails and Syracuse University Today articles
- Contact HR Shared Services at **315.443.4042** or **hrservice@syr.edu**
- Contact benefit vendors directly to get personalized advice

Steps to a Successful Enrollment

1. Log in to **MySlice**, Nov. 3-14
2. Review/Select Your 2026 Benefits
3. Click **FINISH** by **Nov. 14**
4. Review Your **Confirmation Statement**



Computer Kiosks Available

Workstations on Campus

- ITS computer labs
- Email stations



Workstations at 621 Skytop Office Building

- Contact HR Shared Services at **315.443.4042** or **hrservice@syr.edu** to schedule an appointment

Review Personal Information and Beneficiaries

Personal Profile



**Address,
military status
and emergency
contacts**

Payroll



**Tax withholding
and direct deposit**

Open Enrollment



**Life insurance
beneficiaries**

Dependent Eligibility Review

- Review the **Benefits Eligibility Policy** to ensure your covered dependents meet the criteria
- Proof of dependency is required for new enrollments
- Review dependent/beneficiary personal information

Health Plan Overview

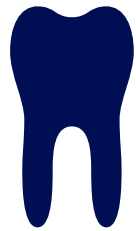
- Three self-insured plan options: **SUBlue**, **SUOrange** and **SUPro**
- Medical coverage through **Excellus BCBS** and prescription drug coverage through **Optum Rx**
- Employees pay for coverage under either the **Schedule A** or **Schedule B** contribution schedules
- For detailed information and updates about the health plan, visit the **Open Enrollment website**

Schedule B Eligibility – Lower Health Plan Contributions

Household Size	2026 Household Income
1	Less than \$56,657
2	Less than \$79,320
3	Less than \$101,983
4	Less than \$124,646
5	Less than \$147,309
6+	Less than \$169,972

- Online applications due by **Dec. 5**
- HR Shared Services can help employees with the application process
- Must reapply each year
- Eligibility based on gross household income and size as reported on your Federal Income Tax Return

Dental and Vision Coverage



Two dental plans:

Preventive & Comprehensive
Coverage through **Excellus BCBS**



Vision through VSP

Provided as a
standalone benefit,
separate from dental



Enrollment is a **two-year**
commitment

2025 elections remain in place
through 2026, unless you
have a qualified family status
change

Flexible Spending Account Highlights

Health Care FSA

- Maximum contribution of \$3,400 in 2026
- 2026: Carryover of up to \$680 to 2027

Dependent Care FSA

- Maximum contribution of \$7,500 per household in 2026
- 2026: No carryover

Dependent Care Subsidy Program

- Tax-free subsidy to help with qualified dependent care needs
- Employees with annual household incomes of less than \$150,000 qualify
- Application is required and due by **Dec. 5**
- If approved, the following subsidy is deposited into a Dependent Care FSA, with an annual maximum benefit of \$3,000
 - \$1,500 for children under age 6
 - \$750 for children ages 6 through 12 and adult or disabled dependents

Life and Accidental Death and Dismemberment (AD&D)

Basic Life and AD&D Insurance offered through MetLife

- Provided by the University at no cost to you

Supplemental coverage available for purchase

- No rate increases for 2026
- Supplemental Life and AD&D for yourself
- Spouse/Same Sex Domestic Partner and Child Life options
- Statement of Health required: hr.syr.edu/lifesoh

Voluntary Long Term Disability

- No rate increase for 2026
- Supplements the University's Disability Plans
- Benefit is 60% of salary
- Not taxable
- Social Security Disability award not required



Retirement Planning

- Review your retirement account balance online at **tiaa.org/syr**
- Update your voluntary contributions:
 - During Open Enrollment or anytime via MySlice
 - First Time Enrollment: Voluntary Salary Reduction form needed
- Financial counseling at **no cost** through TIAA

Additional Benefits and Resources

- **Wellness Initiative** - Workshops, webinars, challenges and resources for balanced, health living
- **Carebridge (FSAP)** - Confidential, no cost counseling, referrals, worklife resources and crisis support
- **Care. for Business** - Free premium membership with access to vetted childcare providers, tutors, elder caregivers, pet sitters, household care and more
- **Financial Wellness** - Educational opportunities, financial counseling, and other tools for financial health
- **Live Local** - Assistance to buy, improve and live in homes near main campus
- **Much More** - Find discounts, adoption assistance and more resources at hr.syr.edu



hr.syr.edu/openenrollment

HR Shared Services

315.443.4042

hrservice@syr.edu

Every effort has been made to ensure the information within this presentation is accurate. However, benefits are governed by legal documents (which, in certain circumstances, may include insurance contracts). If there is any difference between the information in this presentation and the official documents, the official documents will control. As is the case with all of Syracuse University's benefit plans, the University reserves the right to modify or terminate these benefits at any time.

