2026 Open Enrollment:

Monday, October 27th - Friday, November 7th (benefits effective date January 1, 2026)

Benefits Fair:

Wednesday October 29th from 11:30 am – 2:00 pm, Hassenfeld Conference Center

WHAT'S NEW FOR 2026?

Medical

- **2026 Plan Updates**:
  - Four medical plans will continue to be offered by Harvard Pilgrim
  - Plan design changes have been outlined in **bold** in the Medical Overview section below
    - If you are enrolled in the Best Buy HDHP or Best Buy HMO plan, and keeping the same plan, you will receive a new ID card due to plan design changes
- **Premiums:**
  - For 2026, our self-insured health plan is projected to experience an 20.5% increase in overall costs.
  - Factors that contribute to the increase:
    - increased number and amount of high-cost claims (medical expenses associated with very serious health conditions);
    - pharmaceutical drug cost increases due to the growth of specialty medications to treat conditions such as cancer, diabetes and more;
    - expanding use of GLP-1 medications (Zepbound, Wegovy, Trulicity, Monjourno, etc.) and
    - general medical cost inflation.
  - Brandeis is committed to supporting our employees by absorbing a significant portion of this increase at the university level. While we recognize that any increase can be challenging, it is important to note, while the total plan cost is increasing by 20.5%, employee premium rates will only increase by 10%. This means Brandeis is covering the majority of the additional cost to ensure that the plan remains as affordable as possible.

Dental Insurance & Vision Insurance

- Dental Rates and Vision Rates will not increase for 2026.

Flexible Spending Accounts (FSA)

- 2026 annual contribution limits increasing:
  - Health Care & Limited Purpose: $3,300 to $3,400
    - Carryover limit: $660 to $680
  - Dependent Care: from $5,000 to $7,500
- ***Action required:*** *You must make a new election in your Workday Open Enrollment task to participate in 2026.* Due to the pre-tax nature of these programs, IRS regulations require that an active election be made each year. Flexible spending accounts do **not** renew automatically due to IRS rules.

Health Savings Account (HSA)

- 2026 contribution limits increasing to $4,400 (individual) and $8,750 (family)
- Brandeis will continue its $500 annual contribution for employees enrolled in the Best Buy HDHP plan.
- ***Action required:*** *You must re-elect HSA contribution amount for open enrollment.*

403(b) Retirement Savings Plan

- In-Plan Roth Conversion & After-Tax Contributions:
  - You may convert pre-tax or after-tax balances to Roth within the Brandeis 403(b).
  - A new after-tax source is being added, in addition to Pre-Tax and Roth sources.
- Secure 2.0 Roth Catch-Up Contribution:
  - Employees age 50 or older may continue to make catch up contributions to the 403(b).
  - Under Secure 2.0 Act, these catch-up contributions must be made as Roth (after-tax) if your prior year wages from Brandeis exceed $145,000.
    - Action required for employees above the wage threshold:
      - Pre-tax contributions will stop automatically.
      - You must elect Roth contributions in NetBenefits to continue making catch-up contributions in 2026 and beyond.
  - Employees earning $145,000 or less may continue to choose pre-tax or Roth for their catch-up contributions.

STEPS TO TAKE NOW!

1. Review the open enrollment and plan information carefully. For complete information on open enrollment, your benefit choices or plan information, please visit the **Open Enrollment Website**.
2. Attend the benefits fair on Wednesday, October 29.
3. Make your benefits changes on or before Friday, November 7.

QUESTIONS?

Contact Human Resources.

Medical Overview

The below is intended to be a brief summary of the 2026 medical plan offerings. Detailed SBCs, summaries, and plan comparison chart are also available to you.

	Best Buy HDHP	Best Buy HMO	HMO	PPO	
In or Out of Network	In-Network Only	In-Network Only	In-Network Only	In-Network	Out-of-Network
Deductible (Individual / Family)	**$2,000 / $4,000**	**$1,000 / $2,000**	$0	$0 / $0	$500 / $10,000
Out of Pocket Maximum (Individual / Family)	**$4,000 / $8,000**	**$5,000 / $10,00**	$2,500 / $5,000	$2,500 / $5,000	$2,500 / $5,000
Coinsurance	0%	0%	0%	0%	20%
Office Visit / Specialist	**Level 1 provider*: $30 copay after deductible is met** **Level 2 provider**: $50 copay after deductible is met**	$25 / $25 copay – referral required for specialist	$25 / $25 copay – referral required for specialist	Covered in full	20% coinsurance after deductible
Urgent Care / Emergency Room	Deductible / **$100 copay after deductible**	$25 / $150 copay	$25 / $150 copay	$25 / $150 copay	20% coinsurance after deductible / $150 copay
Inpatient Hospital	Deductible	**Deductible**	Covered in full	$500 per admission	20% coinsurance
Outpatient Surgery	Deductible	**Deductible**	Covered in full	$250 per surgery	20% coinsurance after deductible
Retail Pharmacy (up to a 30-day supply)	Deductible then $15 / **$45 / $65** copay	$15 / **$45 / $65** copay	$15 / **$45 / $65** copay	$15 / **$45 / $65** copay	Reimbursable at the network level

* Level 1 applies to covered outpatient professional services received from the following types of providers; primary care providers, obstetricians, gynecologists, licensed Mental Health professionals, certified nurse midwives and nurse practitioners that bill independently

** Level 2 applies to covered outpatient professional services received from specialty care providers