



**CASE WESTERN RESERVE**  
**UNIVERSITY**

Department of Human Resources  
Benefits Administration  
October/November 2024

**2025 BENELECT  
OPEN ENROLLMENT  
AND WELLNESS  
UPDATES**



# 2025 Insurance Premiums

## Health Premium Rate Increase:

*5% for employees with salary < \$50,000*

*7% for employees with salary  $\geq$  \$50,000*

## Employee Impact:

Single coverage  
\$3 to \$12 per month

Family coverage  
\$14 to \$69 per month



# 2025 Plan Changes

- Increase Working Spouse Premium to \$150 per month
- Add new copayment for high-cost generic drugs
  - Copayment \$50
- HMO plan Rx formulary will be the National Preferred formulary



# 2025 Benefits Remaining the Same

- Dental benefits and rates for Superior Dental Care and the CWRU School of Dental Medicine
- Vision benefits and rates through the Vision Service Plan
- Life insurance rates for supplemental and dependent coverage



**2025****2024****Health Savings Accounts (HSA)****Maximum Annual Contribution***Individual Coverage*

\$4,300

\$4,150

*Family Coverage*

\$8,550

\$8,300

*Age 55 Catch-Up Contributions*

\$1,000

\$1,000

**Flexible Spending Accounts (FSA)****Maximum Annual Contribution***Medical*

\$3,300

\$3,200

*Dependent Care*

\$5,000

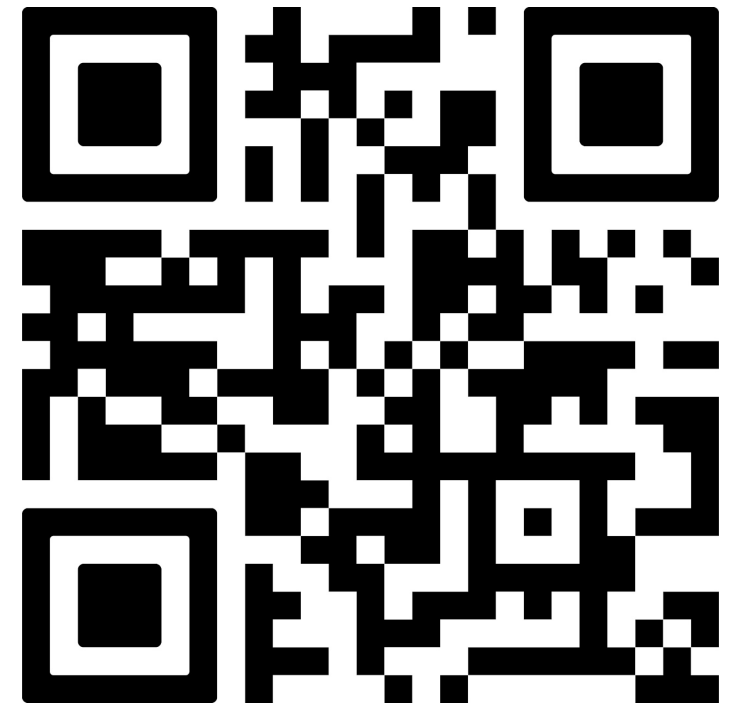
\$5,000



# Benefits Annual Events

One stop shopping for all your Open Enrollment needs:

<https://case.edu/hr/benefits/annual-benefits-events>



# Wellness Updates

November 2024



# Wellness Incentive Program Engagement

## Earn \$300-\$500 in 2025!





# Wellness Incentives

Must enroll in medical coverage for 2025

## EARN AN EXTRA \$500 IN 2025

**BEFORE NOVEMBER 30TH**

**NOTE: HRA required, plus at least 2 other activities**

**Complete Your Health Risk Assessment**

+

**Complete TWO of these Three Activities:**

- 1. Biometric Screening - On Campus, at a Quest Location or with Your Physician and/or**
- 2. Tobacco Attestation in HCM and/or**
- 3. Primary Care Provider Attestation in HCM**

=

**\$25/MONTH IN 2025 (=\$300)**



## EARN UP TO \$200 MORE IN DECEMBER 2025

Earn \$100 for up to TWO multi-week series offered through the Wellness Program



Verify that you met the participation criteria for each series via the Wellness Website

[CASE.EDU/WELLNESS/FACULTYSTAFF](https://CASE.EDU/WELLNESS/FACULTYSTAFF)

Attest to program completion in HCM for the category that each series falls within

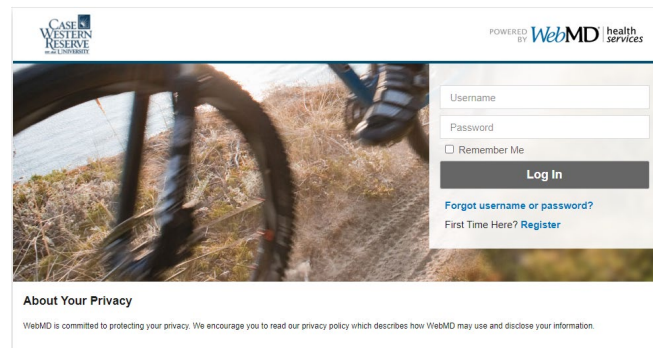


Please contact Elizabeth Click at [erc10@case.edu](mailto:erc10@case.edu) or Deanna Duffy at [dxd516@case.edu](mailto:dxd516@case.edu) with any questions

# Health Risk Assessment

(everyone must complete this)

- The HRA is a free, confidential questionnaire about your diet, exercise, smoking, drinking and other lifestyle behaviors.
- Everyone who completes the HRA will be able to obtain a confidential, individualized report.
- Go to [webmdhealth.com/cwru](http://webmdhealth.com/cwru) & Register or Login



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POWERED BY WebMD health services

Username

Password

Remember Me

Log In

[Forgot username or password?](#)

[First Time Here? Register](#)

**About Your Privacy**

WebMD is committed to protecting your privacy. We encourage you to read our privacy policy which describes how WebMD may use and disclose your information.

## Pick 2 of these 3 Activities

- **Tobacco Attestation Form**
  - [www.case.edu/hcm](http://www.case.edu/hcm) - Click on “Wellness” tile
- **Primary Care Provider Attestation Form**
  - [www.case.edu/hcm](http://www.case.edu/hcm) - Click on “Wellness” tile
- **Biometric Screening**
  - Blood pressure, cholesterol, triglycerides, glucose, height, weight, BMI, waist circumference
  - [Schedule a visit](#) at an on-campus Quest Screening event or at a Quest Patient Service Center Lab
  - OR, download a Physician Results Form to share results from your Primary Care Provider (PCP)



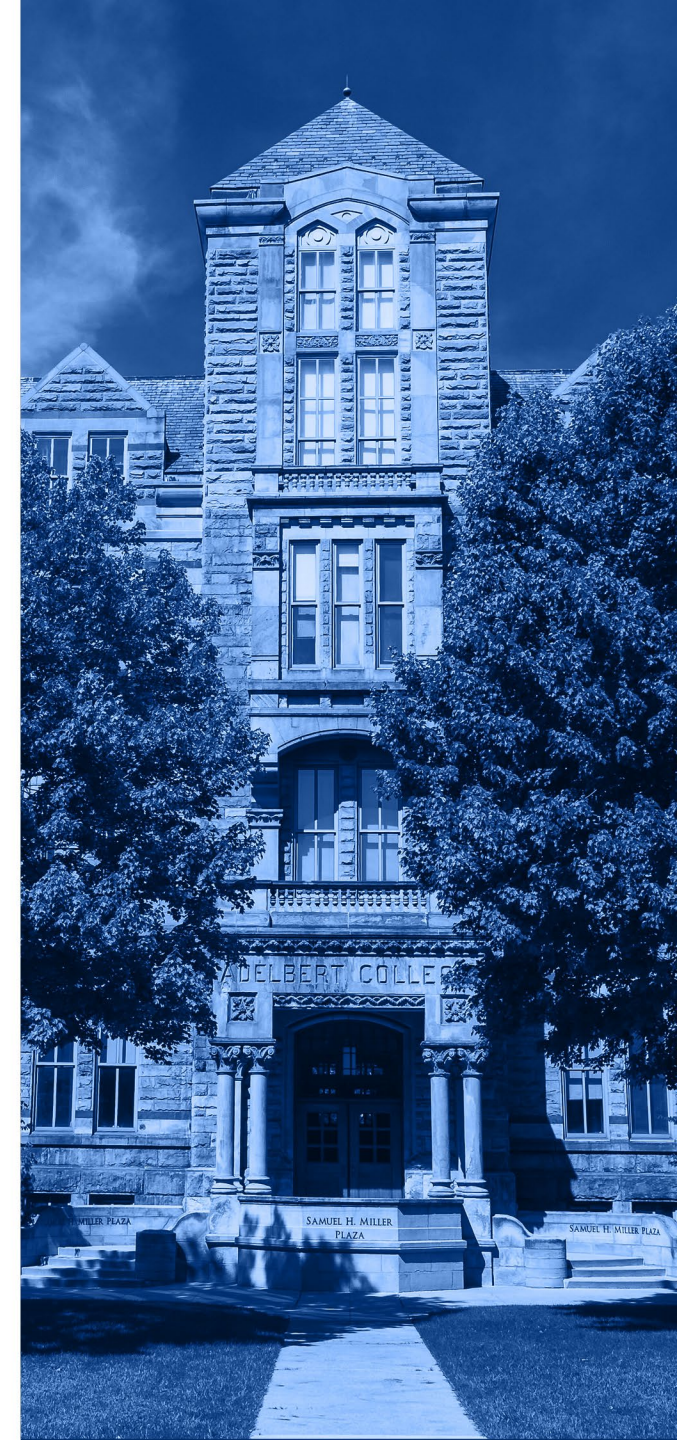


## Our Success Stories

“I just wanted to share that I have a very difficult time losing weight. After the first class, I drastically cut sugar and carbs and have lost 6 pounds.”

“I also wanted to let you know that I pay close attention to my Quest screening results and have changed behaviors after learning of slightly elevated blood pressure and cholesterol. Both are now back in the normal range. 😊 I’ve also learned quite a bit from the Financial Wellness classes. So thank you for your efforts on our behalf!”

“I wanted to share that last Thursday as I walked from think[box] to PBL, I was very mindful of the sunshine, the look of the campus and those around me that were enjoying the sunny moment. This class has been helpful in reminding me to turn in and experience the moment.”



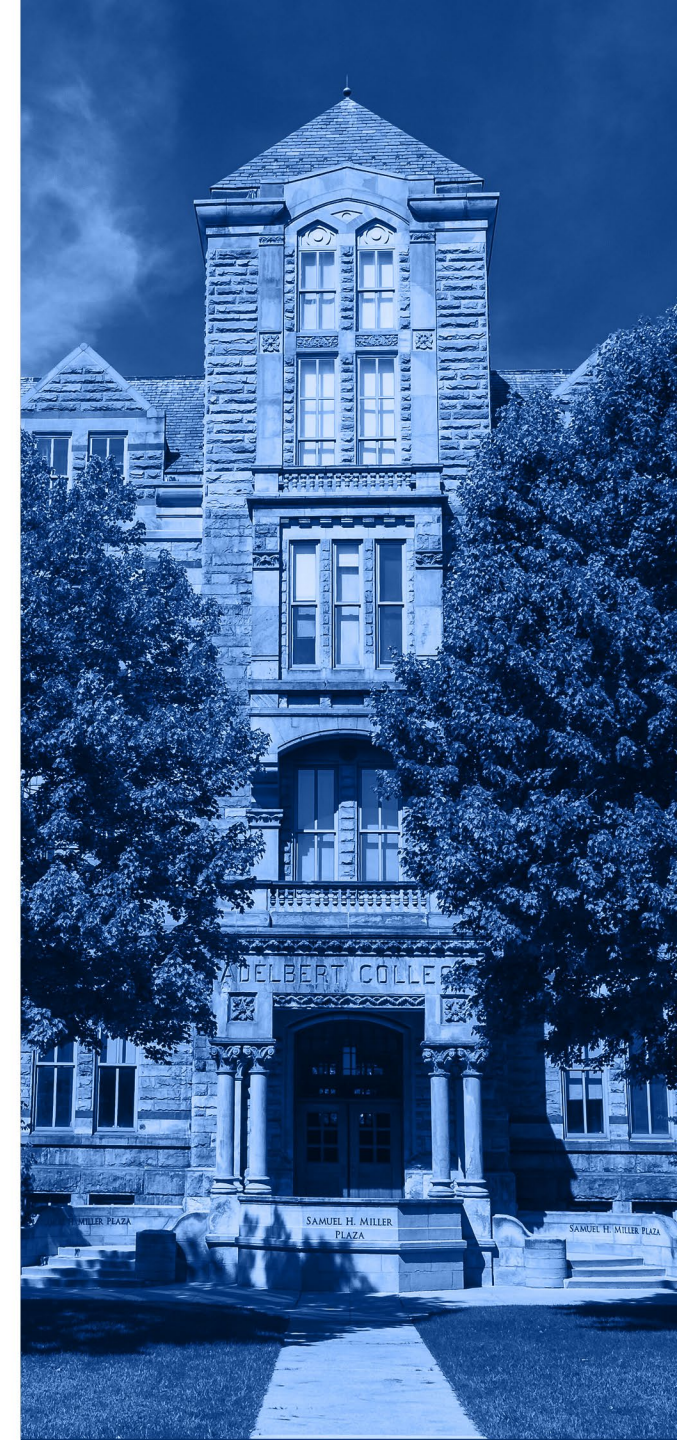
# Positive Feedback



“Whenever people ask me what I like best about working at CWRU, I tell them it is the Wellness Program!”

“I think the Wellness Program is a huge benefit to the Case community and you do an amazing job putting together such a variety of important and helpful programs.”

“Honestly, the incentives are great – but the value of your programs are priceless.”





# Wellness Program Categories - 2024

- Stress Management
  - Nutrition or Weight Management
  - Physical Activity
  - Tobacco Cessation
  - Financial Wellbeing
  - Community Wellbeing
  - Sleep
  - General Wellness
  - Career Well-being
- 
- Fill out [Program Incentive Attestation Form](#) by Nov. 30<sup>th</sup>
    - *HCM – Wellness – Wellness Program Participation*
    - **Receive \$100 or \$200 for one or two programs completed!**





# Wellness Program Categories for 2025

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# WELLNESS CHAMPIONS

Do you share messages about well-being and university wellness programs with fellow CWRU employees? If so, you should consider joining our team as a Wellness Champion!

## **The Role of a Wellness Champion**

- Support and endorse the Wellness Program by personal participation
- Encourage participation in the Wellness Program by communicating opportunities to their network
- Act as an advocate for employee health and a catalyst for positive change
- Provide feedback to the Wellness Team and assist with decision-making
- Serve as a liaison between their department and the Wellness Team

Learn more and apply today by visiting [case.edu/wellness/facultystaff/about/staff-and-contacts/wellness-champions](https://case.edu/wellness/facultystaff/about/staff-and-contacts/wellness-champions) or email Deanna Duffy at [dxd516@case.edu](mailto:dxd516@case.edu).



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Your Health Is Important to All of Us!

What will you do to enhance your well-being  
next year?

*Think well. Live well. Be well.*



# Benefits & Wellness Fair

## *Town Halls (virtual)*

10/29 at noon  
10/30 at 1 pm  
11/07 at 11am



## *Open Enrollment*

November 4 - 27, 2024

Review elections  
Submit changes to contributions

## *Benefits & Wellness Fair*

November 4 - 8 (virtual)

In person at the TVUC  
Ballroom A  
Wednesday, November 6, 2024  
8:00 AM - 4:00 PM

<https://case.edu/hr/benefits>  
Benefits Event Calendar  
Annual Events Page



# Benefits & Wellness Fair Week

- Wellness Program Q & A Session
  - Nov. 5<sup>th</sup> from 3-3:30 pm via Zoom
- One to One Fitness (in person classes)
  - Yoga – Nov. 4<sup>th</sup> from 11-11:45 am (w/Cindy)
  - Yoga – Nov. 5<sup>th</sup> from 2-2:45 pm (w/Jackie)
  - Zumba – Nov. 8<sup>th</sup> from 2:30-3:15 pm
- Seated Massage
  - Nov. 6<sup>th</sup> - 12:30-3:30 pm - TVUC First Floor Conf. Rm.
- Wellness Table during In-Person Fair (Nov. 6<sup>th</sup> 8-4 pm)





## For More Information

### Human Resource Service Center

320 Crawford Hall

[AskHR@case.edu](mailto:AskHR@case.edu)

216.368.6964

### Wellness

<https://case.edu/wellness/facultystaff>

216.368.5790

216.368.5997





# QUESTIONS





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