



Office of Human Resources

## Insurance & Retirement

For Florida State University OPS Employees

1

### Where do I go if I have questions?



#### People First:

- 1-866-663-4735
  - Available Mon. – Fri., 8:00 a.m. to 6:00 p.m. ET
- <http://peoplefirst.myflorida.com>
- <http://mybenefits.myflorida.com>

#### FSU HR Benefits:

- (850) 644-4015 or [insurance@fsu.edu](mailto:insurance@fsu.edu)
- [www.hr.fsu.edu/Benefits](http://www.hr.fsu.edu/Benefits)

Visit [www.fsu.edu/NEO](http://www.fsu.edu/NEO) for the full New Employee presentation



Human Resources

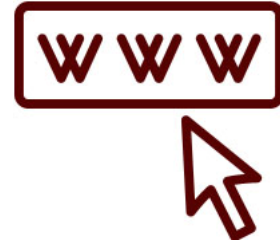
2

2

## People First

Administers all FSU insurance benefits:

- Processes enrollment
- Processes Qualifying Status Changes (QSC)
- Verifies dependent eligibility
- Administers COBRA benefits
- Annual Open Enrollment



FSU employees use the People First system to enroll, manage, and make changes to their insurance benefits

## Eligibility

### Who is eligible:

- Employees hired at 0.75 FTE in original appointment (30 hours per week) or greater
- Employees who increase to 0.75 FTE (30 hours per week)

### When to enroll:

- Within 60 days of hire date
- Within 60 days of qualifying event
- During Open Enrollment

## Coverage



### When Coverage Begins:

- Health Insurance: 1<sup>st</sup> day of the month following enrollment
- Supplemental plans:
  - Dental, vision, accident, cancer, hospitalization, etc.
  - 1<sup>st</sup> day of the month following 2 paychecks in the same month

### How Long Coverage Lasts:

- Through the stability period (end of calendar year)
- The month following terminating employment with FSU

**Premiums:** paid the month before coverage is effective



Human Resources

5

5

## Enrollment



### Enroll:

- Online through the People First website, or
- Over the phone by calling the People First Service Center

### Log-in information

- Provided within 30 days by People First
- Available by contacting the HR Benefits section
- Directions provided at [www.hr.fsu.edu/NEO](http://www.hr.fsu.edu/NEO)

### Deadline:

- 60 days from your hire date to enroll



Human Resources

6

6

## People First User ID

The screenshot shows the myFSU website interface. At the top, there's a navigation bar with 'Faculty & Staff' selected. Below it, there's a 'My Employee Snapshot' section with tabs for 'Timesheet', 'Paycheck', and 'Benefits'. The 'Benefits' tab is active, displaying a table of employee benefits. A yellow star highlights the 'PeopleFirst User ID: 123456'.

PeopleFirst User ID: 123456	
<b>Medical</b>	Capital Health Plan PRTX
<b>Dental</b>	Humana Select 15 #4044
<b>Vision</b>	Humana Vision - Exam+Materials
<b>Life</b>	Minnesota Life (Basic St) PRTX
<b>Retirement</b>	FRS Invest Regular Class
<b>Optional Benefits</b>	No Option Selected

Additional benefits listed include Family Health, Employee + Spouse Supplemental, Family Supplemental, \$25,000.00 Salary X 1, and \$10.00 Paycheck Deduction.

Locate your People First User ID and current benefits on the MyFSU Benefits tab

### Default Password

- Pfmmdyy
- 2 digits for date of birth month, day, and year

### Contact HR Benefits

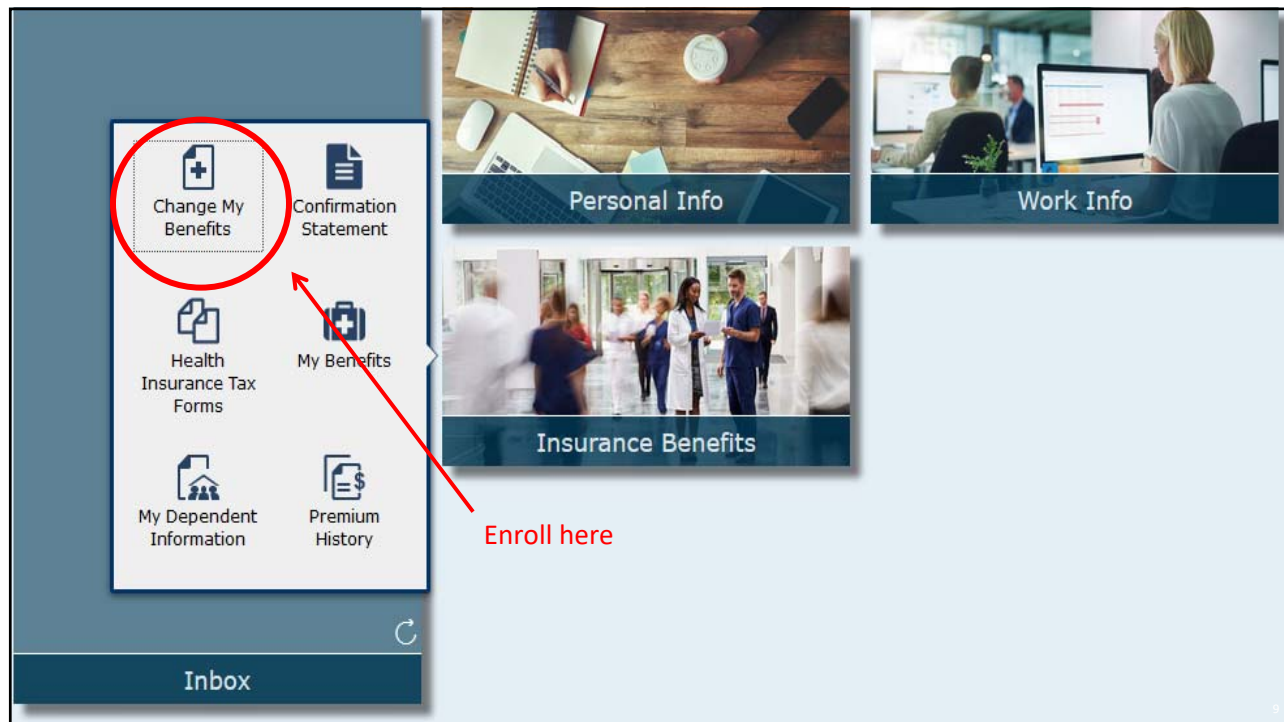


7

The screenshot shows the People First login page. It features a login form with fields for 'Login ID' and 'Password', a 'Log In' button, and links for 'Forgot Password' and 'Forgot Login ID'. Below the login form, there's a 'Search for a State Job' button and a 'Contact Us' button, which is circled in red. The background is a scenic view of a city skyline at sunset.

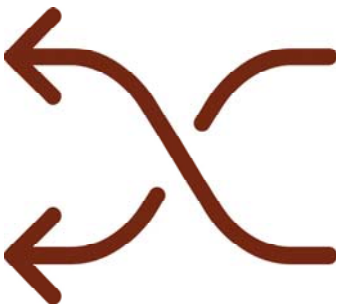
**Default Password:**  
Pfmmdyy

8



9

## Opportunities to Make Changes



- Qualifying Status Change
  - Participants have 60 calendar days following a qualifying event (marriage, divorce, loss of coverage, death, etc) to make a change to their coverage
- Open Enrollment
  - Occurs every fall
  - Make any changes, additions, or deletions during this time
  - All changes made are effective January 1<sup>st</sup> of the following year

10

## Health Insurance

Standard Plans (HMO & PPO)

	Individual	Family	Spouse Program
Who is covered	Employee Only	Employee + Dependent(s)	Both Spouses work for the State Full Time
Monthly Payment	\$50	\$180	\$15

11

## Health Insurance (HMO)

- Services limited to network
- Requires primary care provider
- Referrals needed for certain specialists
- No deductibles
- No pre-existing condition exclusions
- Only emergency services are paid outside the service area
  - HMO must be notified within 48 hours of an emergency

<i>Type of Medical Visit</i>	<i>Co-Payment</i>
Primary Doctor	\$20
Specialist	\$40
Emergency Services	\$100
Hospital Admission	\$250

12

## PPO (Florida Blue) Health Plan

- No restrictions on providers
- Co-payments
- Annual deductibles before provider pays
- Co-Insurance
- Specialist self referrals
- Costs vary based on network and non-network providers
- No pre-existing condition exclusions



Human Resources

13

13

## PPO (Florida Blue) Health Plan

	Network	Non-Network
<b>Office Visits</b>	\$15 Primary Care \$25 Specialist \$25 Urgent Care \$100 Emergency Room	40% of the allowance, plus the difference between the charge and the allowance
<b>Calendar Year Deductible</b>	\$250 individual \$500 family	\$750 individual \$1,500 family
<b>Other</b>	Annual global out-of-pocket maximum: \$8,700 individual \$17,400 family	Employee must file claims



Human Resources

14

14

## High Deductible Health Plan (HDHP) HMO and PPO

- Higher deductible and lower monthly premium

	Individual	Family
<b>Monthly Premium</b>	\$15	\$64.30
<b>Annual Deductible</b>	\$1,400	\$2,800

## Health Savings Account

- Accumulates interest on balances that roll over for future use

<i>Yearly Contribution</i>	Individual	Family
<b>Employee</b>	\$3,150	\$6,300
<b>Employer</b>	\$500	\$1,000

## Prescription Drugs

- CVS/Caremark: 888-766-5490 or [www.caremark.com/sofrxplan](http://www.caremark.com/sofrxplan)

Prescription drug class	30-day supply	90-day supply
<b>Generic</b>	\$7	\$14
<b>Preferred Drugs</b> (contact provider for a list)	\$30	\$60
<b>Non-preferred</b>	\$50	\$100

- Medication Synchronization – allowed once per year
- Note: PPO members *must* use 90-day supply for all maintenance drugs



## Flexible Spending Accounts (FSA)

<i>FSA Account Type</i>	<i>Minimum Election</i>	<i>Maximum Election</i>	<i>Expenses</i>	<i>Other</i>
<b>Health Care</b>	\$60	\$2,750	For tax deductible medical expenses	\$500 roll over to next calendar year
<b>Limited Purpose</b>	\$60	\$2,750	Available if enrolled in an HDHP plan with an HSA	\$500 roll over to next calendar year
<b>Dependent Care</b>	\$60	\$5,000	For expenses incurred for care of dependents	Grace period. Funds are use-it-or-lose-it

- Pre-tax dollars to cover expenses
- Renews automatically



Human Resources

17

17

## 3 Ways to Save

1. **Healthcare Bluebook** - online transparency portal. Allows members to shop for health services based on cost and quality, and earn financial rewards.
2. **SurgeryPlus** - bundled surgical services. Allows members to shop surgical services and earn financial rewards.
3. **Chard Snyder** - health reimbursement account . A new account members can choose to receive any reward payments they've earned using Healthcare Bluebook or SurgeryPlus.



Human Resources

18

18

## Supplemental Insurance

### Life Insurance:

- Basic, Child, and Spouse

### Dental Insurance:

- HMO/Prepaid, Preventative PPO, Standard PPO, Indemnity PPO

### Vision Insurance

### Hospital Insurance

### Cancer Insurance

### Short Term Disability Insurance

### Accident Insurance



Human Resources  
19

19

## FICA/Bencor

- Most OPS employees are **mandatory** participants in the **Bencor 401(a) FICA Alternative Retirement Plan**.
- 7.5% contribution to Bencor instead of paying FICA (Social Security) tax.
  - No Social Security credits are earned while in Bencor.
- Participants can invest contributions within the plan.
- Account withdrawals/transfers are permitted *only* if terminated from OPS employment or upon transferring to a salaried position at FSU.



Human Resources  
20

20

## FICA/Bencor

- Bencor online account access (view current account balance, history, maintain investments, etc.) <http://www.bencorplans.com>
- Choose “Participant Login”
- Bencor Administrative Services: 866-296-9712
- Bencor Plan Information: <http://www.hr.fsu.edu/Bencor>
- Questions?
  - Benefits Office – (850) 645-2303 or retirement@fsu.edu



21

## Tax Sheltered Annuities – 403(b)

- Voluntary retirement savings plan
  - Contributions can be changed at any time.
- Reduces taxable income
- Bi-weekly pre-tax contributions (minimum \$10)
- Subject to yearly contribution limits
  - See company representatives for tax law/limit information
- List of participating companies is located on the HR Website



22

## Deferred Compensation - 457

- Administered by the State of Florida
- For a list of companies, or to enroll, contact:
  - Bureau of Deferred Compensation  
(850) 413-3162 or [www.myfloridadeferredcomp.com](http://www.myfloridadeferredcomp.com)
- Subject to yearly contribution limits
  - See company representatives for tax law/limit information
- List of participating companies is located on the HR Website



23

## After Tax – Roth 403(b)

- Voluntary employee contributions made on an after-tax basis
- Roth 403(b) contributions are subject to the same yearly contribution limits as traditional (pre-tax) 403(b) accounts
- List of participating companies is located on the HR Website



24

## Benefits & Perks

- Employee discount program
- Provides discounts on products and services at participating businesses
  - Arts, Entertainment, Travel, Education & Development, Seminole Savings, Health & Wellness, Technology, Financial Planning, FSU Discounts & Perks
- Most vendors will need to see your FSU card or a printed coupon
- Visit [www.hr.fsu.edu](http://www.hr.fsu.edu) for a list of participating vendors



25

### Human Resources – Benefits

University Center A, Suite 6200

(850) 644-4015

Insurance: [insurance@fsu.edu](mailto:insurance@fsu.edu)

Retirement: [retirement@fsu.edu](mailto:retirement@fsu.edu)

Human Resources: [www.hr.fsu.edu](http://www.hr.fsu.edu)



26