

Postdoc Benefits

Insurance

Retirement

Additional



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Where do I go if I have questions?

People First

- ✓ 1-866-663-4735
 - Responsible for State insurance enrollments, processing qualifying events, verifying dependents, Open Enrollment
- ✓ <http://peoplefirst.myflorida.com>
- ✓ <http://mybenefits.myflorida.com>

FSU HR Benefits Section

- ✓ (850) 644-4015 or insurance@fsu.edu
- ✓ <http://www.hr.fsu.edu>



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

People First

Responsibilities include, but are not limited to:

- Process enrollments of State Benefits
- Process Qualifying Status Changes (QSC)
- Verification of dependent eligibility
- Administer COBRA benefits
- Annual Open Enrollment



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Insurance Eligibility

Who is Eligible:

- Employees hired at .75 FTE in original appointment*
- Employees who qualify in a measurement period

When To Enroll:

- Within 60 days of your hire date
- Within 60 days of your qualifying measurement period
- During Open Enrollment



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

* Must have no previous OPS positions with FSU or the State of Florida within 26 weeks

When Does Coverage Begin?

When Coverage Begins:

- 1st day of the 3rd month after employment
 - If eligible at hire date
- 1st day of the 2nd month after the new hire measurement period
 - If ineligible at hire date

How Long Coverage Lasts:

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



Enrollment

How To Enroll:

- Enroll online through the People First website, or,
- Enroll over the phone by calling the People First Service Center

People First will mail log-in information to you

You can contact the insurance@fsu.edu for your People First ID

You have 60 days from your date of hire to enroll



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Health Insurance

Standard Plans

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



Health Insurance

HMO Standard Plan

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

Medical Service	Co-Payment
Primary Doctor	\$20
Specialist	\$40
Emergency	\$100
Hospital Admission	\$250



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Health Insurance

PPO (Florida Blue) Standard Plan

	Network	Non-Network
Office Visits	\$15 primary care \$25 specialty care	40% of the allowance, plus the difference between the charge and the allowance
Calendar Year Deductible*	\$250 individual \$500 family	\$750 individual \$1,500 family

*Annual maximum out of pocket limits are in place

- No restrictions on providers
- Co-payments
- Co-insurance
- Deductibles
- Specialist self referrals
- Costs vary based on use of network or non-network providers
- No pre-existing condition exclusions



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Health Insurance

High Deductible Health Plans (HDHP)

High Deductible Health Plan (HMO & PPO)

Higher deductible & lower monthly premium

	Individual	Family
Monthly Premium	\$15	\$64.30
Annual Deductible	\$1,300	\$2,600

Health Savings Account

Accumulates interest on balances that roll over for future use

<i>Yearly Contribution</i>	Individual	Family
Employee	\$2,850	\$5,750
Employer	\$500	\$1,000



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Prescription Services

CVS/Caremark

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

PPO members must use 90-day supply for all maintenance drugs

CVS/Caremark: 888-766-5490 or <http://www.caremark.com/sofrxplan>



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Life Insurance

Minnesota Life

Basic Life Insurance – \$25,000 coverage

Term Life insurance

Child Life – \$10,000 coverage

Includes Accidental Death and
Dismemberment

Spouse Life – \$15,000 coverage, or, \$20,000 coverage



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Dental Insurance

<i>Provider</i>	<i>Type</i>
Ameritas	Indemnity w/PPO
Assurant	Prepaid and Indemnity w/PPO
Cigna	Prepaid
Humana	2 Prepaid, PPO and Indemnity
United Dental	Prepaid

Plan brochures available on the plan provider website



Dental Insurance

Prepaid (HMO) Plans

- HMO structure where services are limited to a network
- Most preventative care at no charge
- A specific dollar amount for each service received
- Orthodontia benefits (adults and children)
- No deductibles
- No claims to file



Dental Insurance

PPO; Indemnity w/PPO

- Choose any dentist you want
- Cost is lower when using network dentists
- An annual deductible to meet before the plan starts paying
- Coverage and costs vary by company

Indemnity

- May choose any dentist you want
- Coinsurance, deductibles, and maximum annual benefits
- Coverage and costs vary by company



Vision Insurance

Humana Vision

<i>Benefit</i>	<i>Frequency of Benefit</i>
Eye Exam	Once every 12 months
Frames	Once every 24 months
Eyeglass Lenses <u>or</u> Contact Lenses	Once every 12 months

Elective Contact Lenses: \$150 allowance



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Hospital, Cancer, Short Term Disability, & Accident Insurance

Plans vary by company (AFLAC, Cigna, Colonial, New Era)

Additional income for out-of-pocket expenses

Paid directly to you or the hospital

Independent of health insurance coverage

Contact company for rate quote and plan details

- http://mybenefits.myflorida.com/health/contact_information



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Other 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 1st of the following year



Insurance Reminders

- State of Florida insurance enrollments **MUST** occur within 60 days of hire date
- Insurances can only be changed with a Qualifying Status Change event or during Open Enrollment or



Postdoc Benefits

Insurance

Retirement

Additional



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

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 earned while in Bencor
- Participants can invest contributions within the plan
- Account withdrawals/transfers are permitted *only* if terminated from OPS employment.



FICA/Bencor

- Bencor online account access (view current account balance, history, maintain investments, etc.) – **<http://bencorplans.com>**
- Choose “Participant Login”
- Bencor Administrative Services: 888-258-3422
- Bencor Plan Information: – **<http://www.hr.fsu.edu/Bencor>**
- Questions?

Benefits Office – (850) 644-4017 or retirement@fsu.edu



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Tax Sheltered Annuities - 403(b)

- Voluntary retirement savings plan
- Reduces taxable income
- Bi-weekly pre-tax contributions (minimum \$10)
- Subject to yearly contribution limits:
 - ✓ \$18,000, if under age 50
 - ✓ \$24,000, if age 50+
- See company representatives for tax law/limit information



Tax Sheltered Annuities - 403(b)

Choose from nine participating investment companies:

- **AXA** – (904) 596-7937 or <http://us.axa.com/home.html>
- **Voya, Jefferson National, Reliastar, Symetra** – (850) 894-9611 or <http://www.gaboragency.com>
- **Lincoln Financial** – (877) 727-9470 or <http://www.lfg.com>
- **MetLife** – (850) 386-6211 or <http://www.metlife.com>
- **TIAA** – (800) 842-2776 or <http://www.tiaa-cref.org/fsu>
- **VALIC** – (850) 297-0780 or <http://www.valic.com>



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 <http://www.myfloridadeferredcomp.com>
- Subject to yearly contribution limits:
 - ✓ \$18,000, if under age 50
 - ✓ \$24,000, if age 50+
 - ✓ Separate limit from 403(b)
- See company representatives for tax law/limit information



Post 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

Choose from four participating investment companies:

- **AXA** – (904) 596-7937 or <http://us.axa.com/home.html>
- **Voya** – (850) 894-9611 or <http://www.gaboragency.com>
- **TIAA** – (800) 842-2776 or <http://www.tiaa-cref.org/fsu>
- **VALIC** – (850) 297-0780 or <http://www.valic.com>



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Postdoc Benefits

Insurance

Retirement

Additional



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Seminole Savings

Employee Discount Program

Provides discounts on products and services at participating businesses

Most Vendors will need to see your FSU Card or a printed coupon.

Visit www.hr.fsu.edu for a list of participating vendors



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES