



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

Postdoc Benefits

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>

Insurance Eligibility

- **Who is Eligible:**
 - Employees hired at .75 FTE in original appointment*
 - Employees who qualify in a measurement period
 - Employees who increase hours and are expected to 30 hours a week
- **When To Enroll:**
 - Within 60 days of your hire date
 - Within 60 days of your qualifying measurement period
 - During Open Enrollment

When Does Coverage Begin?

- **When Coverage Begins:**
 - 1st day of the month after employment
 - If eligible at hire date
 - 1st day of the month following Open Enrollment measurement period or a Qualifying event
 - 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

Health Insurance

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

Prescription Services

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

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

HMO Standard Health Insurance

- 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

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

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

Life Insurance Securian

Basic Life Insurance – \$25,000 coverage

Child Life – \$10,000 coverage

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

Term Life insurance

Includes Accidental Death and
Dismemberment

Vision Insurance

<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

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

Hospital, Cancer, Short Term Disability & Accident Insurance

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

Contact company for rate quote and plan details

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

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

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

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>

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