OPS Employee Benefits

Insurance

Retirement

Benefits and Perks
OPS Employee Benefits – Definitions

New Hire Measurement Period

• 12 month period beginning on the first day of the first month following your hire date.

Open Enrollment Measure Period:

• 12 month period, October 3 – October 2

Stability Period:

• 12 month period following a measurement period in which enrolled employees must be covered while employed.
OPS Employee Benefits – 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
OPS Employee Benefits – Eligibility

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
  ➢ Coverage continues the following 12 months
• The month following terminating employment with FSU
OPS Employee Benefits – People First

People First

Responsibilities include, but are not limited to:

• Determine Eligibility
• Process Insurance Enrollments
• Process Qualifying Status Changes (QSCs)
• Verification of dependent eligibility
• Administer COBRA benefits
• Open Enrollment
OPS Employee Benefits – Enrollment

You have 60 days from your date of hire to enroll

People First will mail you a People First ID and password

How To Enroll:

• You can enroll online through the People First Website
  OR

• You can enroll over the phone by calling the People First Service Center
OPS New Employee Orientation

Default Password: Pfmmddyy
OPS Employee Benefits – Enrollment

Enroll here
OPS Employee Benefits – Insurance Contacts

Where do I go if I have any questions?

• People First website
  • Available 24 hours a day, 7 days a week
  • http://peoplefirst.myflorida.com

• People First Service Center
  • Available Mon. – Fri., 8:00 a.m. to 6:00 p.m. ET
  • 866-663-4735

• FSU HR Benefits Section
  • (850) 644-4015 or insurance@fsu.edu
  • http://www.hr.fsu.edu
OPS Employee Benefits – Health Insurance

### Premiums

<table>
<thead>
<tr>
<th>Standard Plans</th>
<th>Individual</th>
<th>Family</th>
<th>Spousal</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Who is covered?</strong></td>
<td>Employee Only</td>
<td>Employee + 1 or more</td>
<td>Both Full-Time State Employees</td>
</tr>
<tr>
<td>Monthly Premium</td>
<td>$50</td>
<td>$180</td>
<td>$15</td>
</tr>
</tbody>
</table>
OPS Employee Benefits – HMO Insurance Plan

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

<table>
<thead>
<tr>
<th>Type of Medical Visit</th>
<th>Co-Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Visits (Primary)</td>
<td>$20</td>
</tr>
<tr>
<td>Office Visits (Specialty)</td>
<td>$40</td>
</tr>
<tr>
<td>Emergency Services</td>
<td>$100</td>
</tr>
<tr>
<td>Hospital Admission</td>
<td>$250</td>
</tr>
</tbody>
</table>
OPS Employee Benefits – PPO (Florida Blue)

• No restrictions on providers
• Co-payments
• Coinsurance
• Deductibles
• Specialist self referrals
• Costs vary based on use of network or non-network providers
• No pre-existing condition exclusions
## OPS Employee Benefits - PPO (Florida Blue)

### Summary of Benefits

<table>
<thead>
<tr>
<th></th>
<th>Network</th>
<th>Non-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office Visits</strong></td>
<td>$15 primary care</td>
<td>40% of the allowance, plus the difference between the charge and the allowance</td>
</tr>
<tr>
<td></td>
<td>$25 specialty care</td>
<td></td>
</tr>
<tr>
<td><strong>Calendar Year Deductible</strong></td>
<td>$250 individual</td>
<td>$750 individual</td>
</tr>
<tr>
<td></td>
<td>$500 family</td>
<td>$1,500 family</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>Annual maximum out-of-pocket coinsurance:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$2,500 individual; $5,000 family</td>
<td>Employee must file claims</td>
</tr>
<tr>
<td></td>
<td>$100 health screening allowance (not applicable to dependents)</td>
<td></td>
</tr>
</tbody>
</table>
OPS Employee Benefits – Health Insurance

Health Investor Health Plan HMO and PPO

- Higher deductible and lower employee premium

<table>
<thead>
<tr>
<th></th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Premium</td>
<td>$15.00</td>
<td>$64.30</td>
</tr>
<tr>
<td>Annual Deductible</td>
<td>$1,300</td>
<td>$2,600</td>
</tr>
</tbody>
</table>

Health Savings Account

- Accumulates interest on balances that roll over for future use

<table>
<thead>
<tr>
<th>Yearly Contribution</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$2,850</td>
<td>$5,650</td>
</tr>
<tr>
<td>Employer</td>
<td>$500</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

http://mybenefits.myflorida.com/
OPS Employee Benefits – Prescription Drugs

Express Scripts

<table>
<thead>
<tr>
<th>Prescription drug class</th>
<th>30-day supply</th>
<th>90-day supply (mail order)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generic</td>
<td>$7</td>
<td>$14</td>
</tr>
<tr>
<td>Preferred Drugs (contact provider for a list)</td>
<td>$30</td>
<td>$60</td>
</tr>
<tr>
<td>Non-preferred</td>
<td>$15</td>
<td>$100</td>
</tr>
</tbody>
</table>

- PPO members are required to use a 90-day mail order or pharmacy service for all maintenance drugs
- CVS/Caremark: 888-766-5490 or http://www.caremark.com/sofrxplan
OPS Employee Benefits – Minnesota Life

State Term Life Insurance – Basic

• Employees receive $25,000 in coverage
• Coverage provided for employee only
• Premium is paid in full by employee
• Includes Accidental Death & Dismemberment coverage

For more information visit:

http://www.myflorida.com/mybenefits
### OPS Employee Benefits – Flexible Spending Accts

<table>
<thead>
<tr>
<th>Flexible Account Type</th>
<th>Minimum Annual Election</th>
<th>Maximum Annual Election</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependent Care Reimbursement Account (DCRA)</td>
<td>$60</td>
<td>$5,000</td>
<td>For expenses incurred for care of dependents</td>
</tr>
</tbody>
</table>

- Pre-tax dollars to cover expenses
- Use-it or Lose-it
- Your annual elected amount will be deducted from the remaining paychecks for the year
- A grace period is offered each year to spend and claim remaining funds
OPS Employee Benefits – Dental Insurance

Prepaid - Providers: Humana, Assurant, Cigna & United

- Must select a dentist from participating provider list
- Most preventative care at no charge
- You pay a specific dollar amount for other care you receive
- Orthodontia benefits (adults and children)
- No deductibles
- No claims to file

For more information visit:
http://www.myflorida.com/mybenefits
OPS Employee Benefits – Dental Insurance

**PPO; Indemnity w/PPO – Providers: Assurant & Humana**

- May choose any dentist you want
- Cost is lower when using network dentists
- More out-of-pocket expense
- An annual deductible to meet before the plan starts paying
- Coverage and costs vary by company

**Indemnity – Providers: Ameritas & Humana**

- May choose any dentist you want
- More out-of-pocket expense
- Coinsurance, deductibles, and maximum annual benefits
- Coverage and costs vary by company
## OPS Employee Benefits – Vision Insurance

### Humana

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Frequency of Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eye Exam</td>
<td>Once every 12 months</td>
</tr>
<tr>
<td>Frames</td>
<td>Once every 24 months</td>
</tr>
<tr>
<td>Eyeglass Lenses or Contact Lenses</td>
<td>Once every 12 months</td>
</tr>
</tbody>
</table>

- Elective Contact Lenses: $150 allowance
- Co-pays:
  - $10 exam
  - $15 materials
OPS Employee Benefits – Insurance

Hospital, Cancer, and 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

Visit MyBenefits website for more information:
http://www.myflorida.com/mybenefits
OPS Employee Benefits - Short Term Disability

Colonial Life

• Supplemental income for illness or accident
• Monthly benefits: $580 to $3,480
• Benefit period: 3 to 12 months
• Elimination period: 0 to 180 days
• Contact company for rate quote or to enroll

Offered through Colonial Life:
(800) 858-0779 or (850) 962-2500
OPS Employee Benefits – Insurance

Qualifying Status Change
• Participants have 60 calendar days following a qualifying event (marriage, divorce, loss of coverage, 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
OPS Employee Benefits - Reminders

• All State of Florida insurance enrollments MUST occur within 60 days of hire date or eligibility date.

• Insurances can only be changed during Open Enrollment, with a Qualifying Status Change event, or after a measurement period in which you’ve become eligible.
OPS Employee Benefits

Insurance

Retirement

Benefits and Perks
OPS Employee Benefits – Retirement

Questions/Help

Human Resources – Benefits
University Center A, Suite 6200
(850) 644-4017 or retirement@fsu.edu
http://www.hr.fsu.edu
OPS Employee Benefits – FICA/Bencor

• Most OPS employees are mandatory participants in the Bencor 401(a) FICA Alternative Retirement Plan.

• Exceptions: Rehired-retirees of the Florida Retirement System, foreign national employees whose home-country tax treaties prohibit participation in the plan, and students who are enrolled at FSU in at least half-time status.

• 7.5% contribution to Bencor instead of paying FICA (Social Security) tax. No Social Security credit earned while OPS.

• Participants can invest contributions within the plan.

• Account withdrawals/transfers permitted only if terminated from OPS employment.
OPS Employee Benefits – FICA/Bencor

• Bencor online account access (view current account balance, history, maintain investments, etc.) – http://bencorplans.com

• Choose “Participant Log On” on the left sidebar menu

• Bencor Administrative Services: 888-258-3422

• FSU Human Resources – Bencor Plan Information: http://www.hr.fsu.edu/Bencor

• Questions?
  Benefits Office – (850) 644-4017 or retirement@fsu.edu
OPS Employee Benefits – Retirement

Tax Sheltered Annuities – 403(b)

• Voluntary retirement savings plan
• Reduces taxable income
• Bi-weekly pre-tax contributions (minimum $10)
• Subject to yearly contribution limits:
  ➢ 2013: $17,500, if under age 50; $23,000, if age 50+
  ➢ See company representatives for tax law/limit information
OPS Employee Benefits – Retirement

Tax Sheltered Annuities – 403(b)

Choose from eight participating investment companies:

• ING, Jefferson National, ING 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-CREF – (800) 842-2776 or http://www.tiaa-cref.org/fsu

• VALIC – (850) 297-0780 or http://www.valic.com
OPS Employee Benefits – Retirement

State of Florida 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:
  • 2013: $17,500, if under age 50; $23,000, if age 50+
  • Separate limit from 403(b)
  • See company representatives for tax law/limit information
OPS Employee Benefits – Retirement

Post Tax – Roth 403(b)

• Choose from three participating investment companies:
  • ING – (850) 894-9611 or http://www.gaboragency.com
  • TIAA-CREF – (800) 842-2776 or http://www.tiaa-cref.org/fsu
  • VALIC – (850) 297-0780 or http://www.valic.com

• 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
OPS Employee Benefits

Insurance

Retirement

Benefits and Perks
Seminole Savings

• Employee Discount Program

• Provides discounts on products and services at participating local, state, and national businesses

• Most participating companies will need to see your FSU Card or a printed coupon to receive discount

• For a list of participating companies, visit http://www.hr.fsu.edu
OPS Employee Benefits

Thank you!

Human Resources – Benefits
University Center A, Suite 6200

• (850) 644-4015
• Insurance: insurance@fsu.edu
• Retirement: retirement@fsu.edu
• http://www.hr.fsu.edu