Insurance & Retirement
Where do I go if I have any 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://peoplefirst.myflorida.com)
- [http://mybenefits.myflorida.com](http://mybenefits.myflorida.com)

**FSU HR Benefits**
- (850) 644-4015 or [benefits@fsu.edu](mailto:benefits@fsu.edu)
- [www.hr.fsu.edu](http://www.hr.fsu.edu)
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)
– Employees who qualify in a “measurement period”

When to enroll:

– Within 60 days of hire date
– Within 60 days of qualifying event
– During Open Enrollment
Measurement Periods

New Hire Measurement Period
  – 12 month period beginning on the first day of the first month following your hire date with the State of Florida

Open Enrollment Measurement Period
  – 12 month period, October 3 – October 2

Stability Period
  – Period following a measurement in which enrolled employees are covered while actively employed
Coverage

When Coverage Begins:

– Health Insurance: 1\textsuperscript{st} day of the month following enrollment
– Supplemental plans:
  ▪ Dental, vision, accident, cancer, hospitalization, etc.
  ▪ 1\textsuperscript{st} 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
How to Enroll

• Enroll:
  – Online through the People First website, or,
  – Over the phone by calling the People First Service Center

• People First will mail log-in information to you
  – You can contact the HR Benefits section for your People First ID

• Deadline: You have 60 days from your hire date to enroll
8

Human Resources

Default Password: Pfmmddyy
Health & Insurance Home Page

- **General Benefits Information**
  Go to the MyBenefits website for your insurance options.

- **Change My Benefits**
  Make changes with a qualifying event.

- **My Benefits**
  Review my current and past benefits.

- **Benefit Premium History**
  Review your insurance payment history.

- **Insurance Companies**
  See contact information.

- **My Dependent Information**
  View and update dependents' information.

- **Benefits Materials**
  View and request insurance forms and booklets.
# Health Insurance

Standard Plans (HMO & PPO)

<table>
<thead>
<tr>
<th>Who is covered</th>
<th>Individual</th>
<th>Family</th>
<th>Spouse Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee Only</td>
<td>Employee + Dependent(s)</td>
<td>Both Spouses work for the State Full Time</td>
</tr>
<tr>
<td>Monthly Payment</td>
<td>$50</td>
<td>$180</td>
<td>$15</td>
</tr>
</tbody>
</table>
HMO Health 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
  - HMO must be notified within 48 hours of an emergency

<table>
<thead>
<tr>
<th>Type of Medical Visit</th>
<th>Co-Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Doctor</td>
<td>$20</td>
</tr>
<tr>
<td>Specialist</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>
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 use of network or non-network providers
- No pre-existing condition exclusions
## PPO (Florida Blue) Health Plan

<table>
<thead>
<tr>
<th>Category</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 co-insurance:</td>
<td>Employee must file claims</td>
</tr>
<tr>
<td></td>
<td>$2,500 individual; $5,000 family</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$100 health screening allowance (not applicable to dependents)</td>
<td></td>
</tr>
</tbody>
</table>
High Deductible Health Plan (HDHP) HMO and PPO
– Higher deductible and lower monthly premium

<table>
<thead>
<tr>
<th></th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Premium</td>
<td>$15</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>$5,750</td>
</tr>
<tr>
<td>Employer</td>
<td>$500</td>
<td>$1,000</td>
</tr>
</tbody>
</table>
# Prescription Drugs

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

<table>
<thead>
<tr>
<th>Prescription drug class</th>
<th>30-day supply</th>
<th>90-day supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generic</td>
<td>$7</td>
<td>$14</td>
</tr>
<tr>
<td>Preferred Drugs</td>
<td>$30</td>
<td>$60</td>
</tr>
<tr>
<td>(contact provider for a list)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-preferred</td>
<td>$50</td>
<td>$100</td>
</tr>
</tbody>
</table>

- Note: PPO members *must* use 90-day supply for all maintenance drugs
Life Insurance
Securian

Basic Life Insurance:
– $25,000

Child Life Insurance:
– $10,000 coverage

Spouse Life Insurance:
– $15,000 coverage, or,
– $20,000 coverage

• All coverage is Term Life
• Employee pays full premium cost
Flexible Spending Account (FSA)

<table>
<thead>
<tr>
<th>Flexible Spending Account</th>
<th>Minimum Annual Election</th>
<th>Maximum Annual Election</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependent Care FSA</td>
<td>$60</td>
<td>$5,000</td>
<td>For expenses incurred for care of dependents</td>
</tr>
</tbody>
</table>

- Annual elected amount deducted from remaining checks for the year
- A grace period is offered each year to spend/claim remaining funds
- Pre-tax dollars to cover eligible expenses
- Use-it or Lose-it
Dental Insurance

Prepaid Plans – Providers: Humana, Assurant, Cigna & United

– HMO structure where services are limited to a network
– Most preventative care at no charge
– You pay a specific dollar amount, per service you receive
– Orthodontia benefits (adults & children)
– No deductibles
– No claims to file
– Cost varies by company
Dental Insurance

**PPO/Indemnity w/PPO – Providers: Assurant & Humana**
- Choose the dentist you want (in or out of network)
- Cost is lower when using network dentists
- More out-of-pocket expenses
- Annual deductible to meet
- Coverage & cost vary by company

**Indemnity – Providers: Ameritas & Humana**
- May choose any dentist you want
- More out-of-pocket expenses
- Co-insurance, deductibles, & maximum annual benefits
- Coverage & costs vary by company
Vision Insurance
Humana Vision

• Elective contact lenses: $150 allowance

<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>
Supplemental Insurance:
Hospital, Cancer, Short Term Disability, 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
- Contact company for rate quote and plan details
- Enroll through People First
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\(^{st}\) of the following year
Reminders

• Employees MUST enroll within 60 days of their hire date or within 60 days of becoming eligible

• Changes to benefits may occur:
  – During Open Enrollment
  – With a Qualifying Status Change event
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.
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
  – Contributions can be changed at any time.

• 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 eight participating investment companies:
  – Voya, Lincoln Investment, Reliastar – www.gaboragency.com
  – Brighthouse – www.brighthousefinancial.com/
    ▪ Formerly MetLife
  – TIAA – www.tiaa.org/fsu
  – VALIC – 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 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
After Tax – Roth 403(b)

• Choose from five participating investment companies:
  – Voya – [www.gaboragency.com](http://www.gaboragency.com)
  – TIAA – [www.tiaa.org/fsu](http://www.tiaa.org/fsu)
  – VALIC – [www.valic.com](http://www.valic.com)
  – Lincoln Investment – [www.gaboragency.com](http://www.gaboragency.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
Human Resources – Benefits

University Center A, Suite 6200

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