Office of Human Resources

Insurance and Perks

For Florida State University
OPS Employees
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
www.peoplefirst.myflorida.com
www.mybenefits.myflorida.com

FSU HR Benefits:
(850) 644-4015 or insurance@fsu.edu
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: 1st day of the month following enrollment
– Supplemental plans:
  ▪ Dental, vision, accident, cancer, hospitalization, etc.
  ▪ 1st 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
Enrollment

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

Log-in information
- Mailed within 30 days by People First
- Available by contacting the HR Benefits section

Deadline:
- 60 days from your hire date to enroll
People First User ID

- Locate your People First User ID and current benefits on the MyFSU Benefits tab
- Contact the Benefits section
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
Default Password: Pfmmddyy
## 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>
Health Insurance (HMO)

• 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 network and non-network providers
- No pre-existing condition exclusions
### PPO (Florida Blue) Health Plan

<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 $500 family</td>
<td>$750 individual $1,500 family</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>Annual global out-of-pocket maximum: $7,350 individual $14,700 family</td>
<td>Employee must file claims</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>$2,950</td>
<td>$5,900</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 (contact provider for a list)</td>
<td>$30</td>
<td>$60</td>
</tr>
<tr>
<td>Non-preferred</td>
<td>$50</td>
<td>$100</td>
</tr>
</tbody>
</table>

- Medication Synchronization – allowed once per year
- Note: PPO members *must* use 90-day supply for all maintenance drugs
Flexible Spending Accounts (FSA)

<table>
<thead>
<tr>
<th>FSA Account Type</th>
<th>Minimum Election</th>
<th>Maximum Election</th>
<th>Expenses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care</td>
<td>$60</td>
<td>$2,650</td>
<td>For tax deductible medical expenses</td>
<td>$500 roll over to next calendar year</td>
</tr>
<tr>
<td>Limited Purpose</td>
<td>$60</td>
<td>$2,650</td>
<td>Available if enrolled in an HDHP plan with an HSA</td>
<td>$500 roll over to next calendar year</td>
</tr>
<tr>
<td>Dependent Care</td>
<td>$60</td>
<td>$5,000</td>
<td>For expenses incurred for care of dependents</td>
<td>Grace period. Funds are use-it-or-lose-it</td>
</tr>
</tbody>
</table>

- Pre-tax dollars to cover expenses
- Renews automatically
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
Dental Insurance

Prepaid
- HMO structure where services are limited to a network
- You pay a specific dollar amount, per service you receive
- Orthodontia benefits (adults & children)

PPO
- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- Orthodontia benefits (adults & children)
  ▪ excluding Preventative PPO plans
Dental Insurance

Indemnity w/PPO
- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- More out-of-pocket expenses
- Orthodontia: varies by company

Indemnity
- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- Orthodontia benefits (adults & children)
Vision Insurance

- 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
Reminders

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

• Insurance premiums are paid the month before coverage becomes effective

• 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.)
  www.bencorplans.com

• Choose “Participant Login”

• Bencor Administrative Services: 888-258-3422

• Bencor Plan Information: 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:
  ✓ $18,500, if under age 50
  ✓ $24,500, if age 50+

• See company representatives for tax law/limit information
Tax Sheltered Annuities – 403(b)

• Choose from eight participating investment companies:
  – AXA  www.us.axa.com/home.html
  – Voya, Lincoln Investment, Reliastar  www.gaboragency.com
  – MetLife –  www.metlife.com
  – 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:
  ✓ $18,500, if under age 50
  ✓ $24,500, 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:
  – AXA  www.us.axa.com/home.html
  – Voya  www.gaboragency.com
  – TIAA  www.tiaa.org/fsu
  – VALIC  www.valic.com
  – Lincoln Investment  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
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Thank you to these artists for the use of their icons:

- Freepik
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