

MEMORANDUM

TO: Deans, Directors, Chairs and Faculty

FROM: Provost Garnett S. Stokes
Vice President Gary K. Ostrander
Vice President Kyle C. Clark

DATE: November 4, 2013

SUBJECT: OPS Health Insurance under the Affordable Care Act

FSU is subject to the rules set in place by the State of Florida Department of Management Services for implementing the program to meet the requirements of the Affordable Care Act for OPS health care coverage. To date we have been unable to secure reliable numbers from the State as to the extent of our liability for FSU's OPS employees. As with any organization with limited resources, this has made planning difficult. Moreover, this is particularly challenging for our PIs that are supporting students, post-docs and staff with research contracts and grants.

Owing to the need for PIs to make definitive spending decisions we will move forward as follows. PIs are asked to work with their Chairs and Deans and to the extent possible, cover the unfunded mandate for OPS employee health insurance from existing funds to include contracts, grants, SRAD, E&G, E&G carry-forward, PI Support, foundation funds, etc. In instances where it is not possible to meet this obligation, PIs can petition the office of the VP for Research via their Chair and Dean for funds to cover the obligation for calendar year 2014.

Until such time as FSU can understand the full extent of the cost of providing health insurance to its OPS employees, it is not possible to commit to any funding beyond December 2014. As such, PIs, Deans and Chairs should write these costs into proposals and budgets for subsequent years.

Open enrollment for insurance benefits offered by the State of Florida is occurring now and will end November 8, 2013, at 6:00 p.m. EST.

OPS employees working 30 hours or more per week or hired after April 1, 2013, at 0.75 FTE or more are eligible for State of Florida insurance coverage effective January 2014.

As a reminder, the decision to enroll for benefits coverage is a personal decision that must be made by the eligible employee and not determined by supervisors, managers, principal investigators, or any other University official.

Should employees have questions about eligibility or coverage options, they should be referred to the Office of Human Resources.