Postdoc Benefits

Insurance
Retirement
Additional
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://peoplefirst.myflorida.com)
- [http://mybenefits.myflorida.com](http://mybenefits.myflorida.com)

**FSU HR Benefits Section**
- (850) 644-4015 or insurance@fsu.edu
- [http://www.hr.fsu.edu](http://www.hr.fsu.edu)
People First

Responsibilities include, but are not limited to:

• Process enrollments of State Benefits
• Process Qualifying Status Changes (QSC)
• Verification of dependent eligibility
• Administer COBRA benefits
• Annual Open Enrollment
Insurance 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

* Must have no previous OPS positions with FSU or the State of Florida within 26 weeks
When Does Coverage Begin?

When Coverage Begins:

• 1<sup>st</sup> day of the 3<sup>rd</sup> month after employment
  ➢ If eligible at hire date
• 1<sup>st</sup> day of the 2<sup>nd</sup> month after the new hire measurement period
  ➢ 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

## Standard Plans

<table>
<thead>
<tr>
<th>Who is covered</th>
<th>Individual</th>
<th>Family</th>
<th>Spouse Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$50</td>
<td>$180</td>
<td>$15</td>
</tr>
<tr>
<td>Employee + Dependent(s)</td>
<td></td>
<td></td>
<td>Both Spouses work for the State Full Time</td>
</tr>
</tbody>
</table>

**FLORIDA STATE UNIVERSITY**

**OFFICE OF HUMAN RESOURCES**
Health Insurance
HMO Standard 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
  - You must notify the HMO within 48 hours of an emergency

<table>
<thead>
<tr>
<th>Medical Service</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</td>
<td>$100</td>
</tr>
<tr>
<td>Hospital Admission</td>
<td>$250</td>
</tr>
</tbody>
</table>
Health Insurance
PPO (Florida Blue) Standard 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</strong></td>
<td>$250 individual</td>
<td>$750 individual</td>
</tr>
<tr>
<td><strong>Deductible</strong>*</td>
<td>$500 family</td>
<td>$1,500 family</td>
</tr>
</tbody>
</table>

*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
Health Insurance
High Deductible Health Plans (HDHP)

High Deductible Health Plan (HMO & PPO)
Higher deductible & 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 Services

**CVS/Caremark**

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

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

CVS/Caremark: 888-766-5490 or http://www.caremark.com/sofrxplan
Life Insurance
Minnesota Life

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
## Dental Insurance

<table>
<thead>
<tr>
<th>Provider</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ameritas</td>
<td>Indemnity w/PPO</td>
</tr>
<tr>
<td>Assurant</td>
<td>Prepaid and Indemnity w/PPO</td>
</tr>
<tr>
<td>Cigna</td>
<td>Prepaid</td>
</tr>
<tr>
<td>Humana</td>
<td>2 Prepaid, PPO and Indemnity</td>
</tr>
<tr>
<td>United Dental</td>
<td>Prepaid</td>
</tr>
</tbody>
</table>

Plan brochures available on the plan provider website
Dental Insurance

Prepaid (HMO) Plans

- HMO structure where services are limited to a network
- Most preventative care at no charge
- A specific dollar amount for each service received
- Orthodontia benefits (adults and children)
- No deductibles
- No claims to file
Dental Insurance

**PPO; Indemnity w/PPO**
- Choose any dentist you want
- Cost is lower when using network dentists
- An annual deductible to meet before the plan starts paying
- Coverage and costs vary by company

**Indemnity**
- May choose any dentist you want
- Coinsurance, deductibles, and maximum annual benefits
- Coverage and costs vary by company
# Vision Insurance

**Humana Vision**

<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
Hospital, Cancer, Short Term Disability, & 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
• [http://mybenefits.myflorida.com/health/contact_information](http://mybenefits.myflorida.com/health/contact_information)
Other 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
Insurance Reminders

• State of Florida insurance enrollments **MUST** occur within 60 days of hire date

• Insurances can only be changed with a Qualifying Status Change event or during Open Enrollment or
Postdoc Benefits

Insurance
Retirement
Additional
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
Postdoc Benefits

Insurance
Retirement
Additional
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