



Office of Human Resources

Postdoctoral Benefits

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
- <http://peoplefirst.myflorida.com>
- <http://mybenefits.myflorida.com>

FSU HR Benefits

- (850) 644-4015 or insurance@fsu.edu
- www.hr.fsu.edu



Insurance 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



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



Enrollment

- How To 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 insurance@fsu.edu for this information as well
- You have 60 days from your hire date to enroll



Health Insurance

	Individual	Family	Spouse Program
Who is covered	Employee Only	Employee + Dependent(s)	Both Spouses work for the State Full Time
Monthly Payment	\$50	\$180	\$15

Prescription Services

- CVS/Caremark: 888-766-5490 or www.caremark.com/sofrxplan
- PPO members must use 90-day supply for all maintenance drugs



HMO Standard Health Insurance

- 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

<i>Type of Medical Visit</i>	<i>Co-Payment</i>
Primary Doctor	\$20
Specialist	\$40
Emergency Services	\$100
Hospital Admission	\$250



PPO (Florida Blue) Standard Plan

	Network	Non-Network
Office Visits	\$15 primary care \$25 specialty care	40% of the allowance, plus the difference between the charge and the allowance
Calendar Year Deductible*	\$250 individual \$500 family	\$750 individual \$1,500 family

*Annual maximum out of pocket limits are in place

- Specialist self referrals
- Costs vary based on use of network or non-network providers
- No pre-existing condition exclusions
- No restrictions on providers
- Deductibles
- Co-Payments
- Co-insurance



High Deductible Health Plans (HDHP)

High Deductible Health Plan

Higher deductible & lower monthly premium

	Individual	Family
Monthly Premium	\$15	\$64.30
Annual Deductible	\$1,300	\$2,600

Health Savings Account

Accumulates interest on balances that roll over for future use

<i>Yearly Contribution</i>	Individual	Family
Employee	\$2,850	\$5,750
Employer	\$500	\$1,000



Flexible Spending Account (FSA)

Flexible Spending Account	Minimum Annual Election	Maximum Annual Election	Purpose
Dependent Care FSA	\$60	\$5,000	For expenses incurred for care of dependents

- 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



Life Insurance

- Basic Life - \$25,000
- Child Life - \$10,000 coverage
- Spouse Life - \$15,000 or \$20,000
- Term Life insurance
- Includes Accidental Death and Dismemberment

Vision Insurance

<i>Benefit</i>	<i>Frequency of Benefit</i>
Eye Exam	Once every 12 months
Frames	Once every 24 months
Eyeglass Lenses <u>or</u> Contact Lenses	Once every 12 months



Dental Insurance

<i>Provider</i>	<i>Type</i>
Ameritas	Indemnity w/PPO
Assurant	Prepaid and Indemnity w/PPO
Cigna	Prepaid
Humana	2 Prepaid, PPO and Indemnity
United Dental	Prepaid

Hospital, Cancer, Short Term Disability & Accident Insurance

- Plans vary by company (AFLAC, Cigna, Colonial, New Era)
- Contact company for rate quote and plan details
 - http://mybenefits.myflorida.com/health/contact_information



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



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
 - 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 eight participating investment companies:
 - **AXA** – <http://us.axa.com/home.html>
 - **Voya, Lincoln Investment, Reliastar** – www.gaboragency.com
 - **Lincoln Financial** – www.lfg.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



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 five participating investment companies:
 - **AXA** – (904) 596-7937 or <http://us.axa.com/home.html>
 - **Voya** – (850) 894-9611 or www.gaboragency.com
 - **TIAA** – (800) 842-2776 or www.tiaa.org/fsu
 - **VALIC** – (850) 297-0780 or www.valic.com
 - **Lincoln Investment** – www.gaboragency.com



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
- Participating vendors are listed on the Human Resources website: www.hr.fsu.edu

