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

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

<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 +</td>
<td>Both Spouses work for the State Full Time</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dependent(s)</td>
<td></td>
</tr>
<tr>
<td>Monthly Payment</td>
<td>$50</td>
<td>$180</td>
<td>$15</td>
</tr>
</tbody>
</table>

Prescription Services

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

<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) Standard Plan

<table>
<thead>
<tr>
<th></th>
<th>Network</th>
<th>Non-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Visits</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>Calendar Year</td>
<td>$250 individual</td>
<td>$750 individual</td>
</tr>
<tr>
<td>Deductible*</td>
<td>$500 family</td>
<td>$1,500 family</td>
</tr>
</tbody>
</table>

*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

<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>
**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
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

<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</td>
<td></td>
</tr>
<tr>
<td>Contact Lenses</td>
<td>Once every 12 months</td>
</tr>
</tbody>
</table>
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>

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](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 1\textsuperscript{st} 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:
  – 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
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](http://us.axa.com/home.html)
  - Voya – (850) 894-9611 or [www.gaboragency.com](http://www.gaboragency.com)
  - TIAA – (800) 842-2776 or [www.tiaa.org/fsu](http://www.tiaa.org/fsu)
  - VALIC – (850) 297-0780 or [www.valic.com](http://www.valic.com)
  - Lincoln Investment – [www.gaboragency.com](http://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