Insurance & Retirement

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

FSU HR Benefits:
- (850) 644-4015 or insurance@fsu.edu
- www.hr.fsu.edu/Benefits

Visit www.fsu.edu/NEO for the full New Employee presentation
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)

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

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
- Provided within 30 days by People First
- Available by contacting the HR Benefits section
- Directions provided at www.hr.fsu.edu/NEO

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

Default Password
– Pfmmddyy
– 2 digits for date of birth month, day, and year

Contact HR Benefits
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
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>Employee Only</td>
<td>Employee + Dependent(s)</td>
<td>Both Spouses work for the State Full Time</td>
<td></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 certain 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 $25 Specialist $25 Urgent Care</td>
<td>40% of the allowance, plus the difference between the charge and the allowance</td>
</tr>
<tr>
<td></td>
<td>$100 Emergency Room</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: $8,700 individual $17,400 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>$1,400</td>
<td>$2,800</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>$3,150</td>
<td>$6,300</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

<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</td>
<td>$30</td>
<td>$60</td>
</tr>
<tr>
<td>(contact provider for a list)</td>
<td></td>
<td></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>$2,750</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>$2,750</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

3 Ways to Save

1. **Healthcare Bluebook** - online transparency portal. Allows members to shop for health services based on cost and quality, and earn financial rewards.

2. **SurgeryPlus** - bundled surgical services. Allows members to shop surgical services and earn financial rewards.

3. **Chard Snyder** - health reimbursement account. A new account members can choose to receive any reward payments they’ve earned using Healthcare Bluebook or SurgeryPlus.
Supplemental Insurance

Life Insurance:  
– Basic, Child, and Spouse

Dental Insurance:  
– HMO/Prepaid, Preventative PPO, Standard PPO, Indemnity PPO

Vision Insurance

Hospital Insurance

Cancer Insurance

Short Term Disability Insurance

Accident Insurance

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 or upon transferring to a salaried position at FSU.
FICA/Bencor

- Bencor online account access (view current account balance, history, maintain investments, etc.) [http://www.bencorplans.com](http://www.bencorplans.com)
- Choose “Participant Login”
- Bencor Administrative Services: 866-296-9712
- Bencor Plan Information: [http://www.hr.fsu.edu/Bencor](http://www.hr.fsu.edu/Bencor)
- Questions?  
  - Benefits Office – (850) 645-2303 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  
  - See company representatives for tax law/limit information
- List of participating companies is located on the HR Website
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
  - See company representatives for tax law/limit information
- List of participating companies is located on the HR Website

After 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
- List of participating companies is located on the HR Website
Benefits & Perks

• Employee discount program

• Provides discounts on products and services at participating businesses
  – Arts, Entertainment, Travel, Education & Development, Seminole Savings, Health & Wellness, Technology, Financial Planning, FSU Discounts & Perks

• Most vendors will need to see your FSU card or a printed coupon

• Visit [www.hr.fsu.edu](http://www.hr.fsu.edu) for a list of participating vendors