



Office of Human Resources

# Insurance and Perks

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For Florida State University Staff

# 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](mailto:insurance@fsu.edu)
- [www.hr.fsu.edu](http://www.hr.fsu.edu)

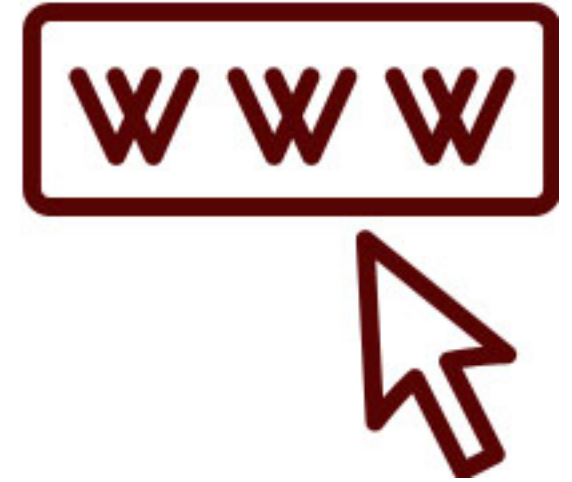


# People First

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: 1<sup>st</sup> day of the month following enrollment
- Supplemental plans:
  - Dental, vision, accident, cancer, hospitalization, etc.
  - 1<sup>st</sup> 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

- Mailed within 30 days by People First
- Available by contacting the HR Benefits section

## Deadline:

- 60 days from your hire date to enroll



# People First User ID

**myFSU** | FLORIDA STATE UNIVERSITY

Faculty & Staff

Faculty & Staff Home Feedback

myFSU Links My Employee Snapshot

FSU Bb CANVAS @fsu

@my HR HYP BUDGET FI

SC SPEAR MART FSU SERVICE CENTER BI

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Search myFSU Links

Expand All | Collapse All

- Admissions
- Advising
- Alumni and Former Students
- Benefits & Resources
- Career Development
- Financials
- Human Resources
- myFSU Identity Management
- Reporting

Timesheet Paycheck **Benefits**

PeopleFirst User ID: 123456

**Medical**  
Capital Health Plan PRTX Family Health

**Dental**  
Humana Select 15 #4044 Employee + Spouse Supplemental

**Vision**  
Humana Vision - Exam+Materials Family Supplemental

**Life**  
Minnesota Life (Basic St) PRTX \$25,000.00  
Optional Term Life/AD&D X1 Salary X 1  
State Child Life Insurance

**Retirement**  
FRS Invest Regular Class  
Deferred Compensation \$10.00 Paycheck Deduction

**Optional Benefits**  
No Option Selected

This is for informational purposes only. Should you have any questions concerning your benefits, please refer to your paycheck or contact the Benefits office at 850-644-4015.

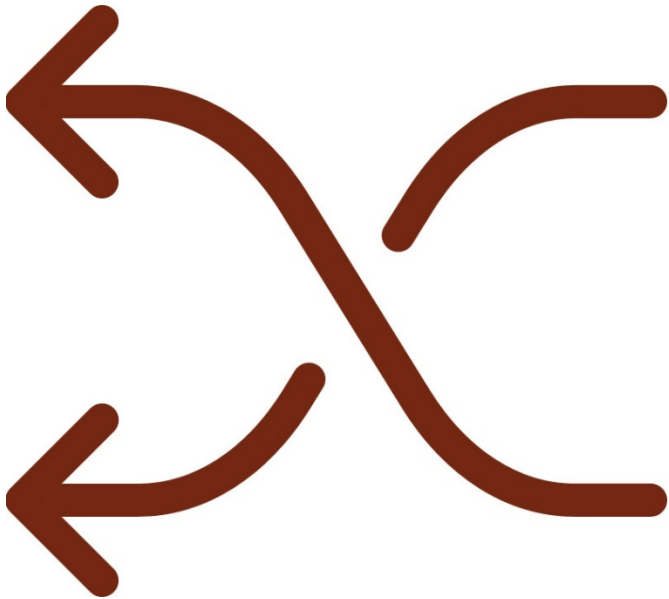
Benefits Quicklinks >>

- Locate your People First User ID and current benefits on the MyFSU Benefits tab
- Contact the Benefits section



# 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<sup>st</sup> of the following year





# Health Insurance

Standard Plans (HMO & PPO)

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



# Health Insurance (HMO)

- 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) 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

	Network	Non-Network
<b>Office Visits</b>	\$15 primary care \$25 specialty care	40% of the allowance, plus the difference between the charge and the allowance
<b>Calendar Year Deductible</b>	\$250 individual \$500 family	\$750 individual \$1,500 family
<b>Other</b>	Annual global out-of-pocket maximum: \$7,350 individual \$14,700 family	Employee must file claims



# High Deductible Health Plan (HDHP) HMO and PPO

- Higher deductible and 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	\$2,950	\$5,900
Employer	\$500	\$1,000



# Prescription Drugs

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

Prescription drug class	30-day supply	90-day supply
<b>Generic</b>	\$7	\$14
<b>Preferred Drugs</b> (contact provider for a list)	\$30	\$60
<b>Non-preferred</b>	\$50	\$100

- Medication Synchronization – allowed once per year
- Note: PPO members *must* use 90-day supply for all maintenance drugs



# Flexible Spending Accounts (FSA)

<i>FSA Account Type</i>	<i>Minimum Election</i>	<i>Maximum Election</i>	<i>Expenses</i>	<i>Other</i>
<b>Health Care</b>	\$60	\$2,650	For tax deductible medical expenses	\$500 roll over to next calendar year
<b>Limited Purpose</b>	\$60	\$2,650	Available if enrolled in an HDHP plan with an HSA	\$500 roll over to next calendar year
<b>Dependent Care</b>	\$60	\$5,000	For expenses incurred for care of dependents	Grace period. Funds are use-it-or-lose-it

- Pre-tax dollars to cover expenses
- Renews automatically



# Life Insurance

## Securian

### Basic Life Insurance:

– \$25,000

### Child Life Insurance:

– \$10,000 coverage

### Spouse Life Insurance:

– \$15,000 coverage, or,  
– \$20,000 coverage

- All coverage is Term Life
- Employee pays full premium cost

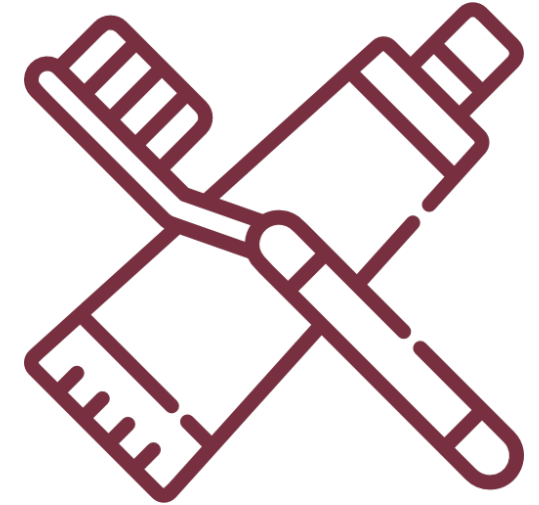




# Dental Insurance

## Prepaid

- HMO structure where services are limited to a network
- You pay a specific dollar amount, per service you receive
- Orthodontia benefits (adults & children)



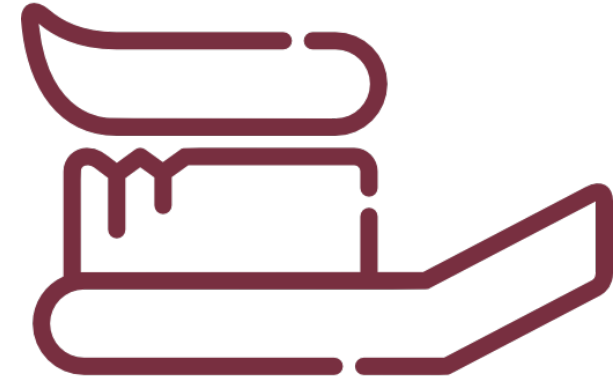
## PPO

- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- Orthodontia benefits (adults & children)
  - excluding Preventative PPO plans

# Dental Insurance

## Indemnity w/PPO

- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- More out-of-pocket expenses
- Orthodontia: varies by company



## Indemnity

- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- Orthodontia benefits (adults & children)

# Vision Insurance

- Elective contact lenses: \$150 allowance

<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



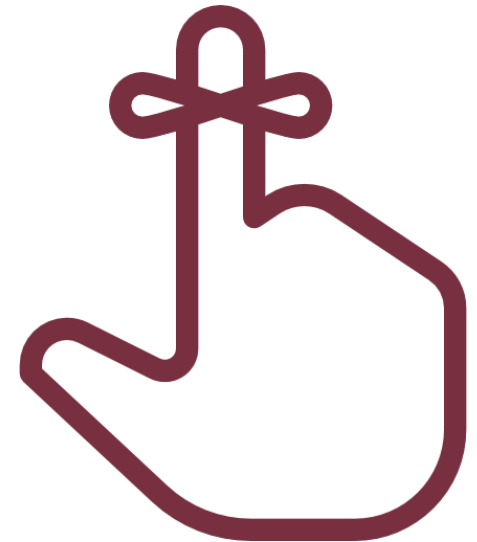
# Supplemental Insurance: Hospital, Cancer, Short Term Disability, and Accident Insurance

- 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
- Enroll through People First



# Reminders

- Employees **MUST** enroll within 60 days of their hire date **or** within 60 days of becoming eligible
- Insurance premiums are paid the month before coverage becomes effective
- Changes to benefits may occur:
  - During Open Enrollment
  - With a Qualifying Status Change event



# 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.



# 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](mailto: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:
  - ✓ \$18,500, if under age 50
  - ✓ \$24,500, 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](http://www.gaboragency.com)
  - Lincoln Financial – [www.lfg.com](http://www.lfg.com)
  - MetLife – [www.metlife.com](http://www.metlife.com)
  - TIAA – [www.tiaa.org/fsu](http://www.tiaa.org/fsu)
  - VALIC – [www.valic.com](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  
[www.myfloridadeferredcomp.com](http://www.myfloridadeferredcomp.com)
- Subject to yearly contribution limits:
  - ✓ \$18,500, if under age 50
  - ✓ \$24,500, if age 50+
  - ✓ Separate limit from 403(b)
- See company representatives for tax law/limit information



# After Tax – Roth 403(b)

- Choose from five participating investment companies:
  - **AXA** – <http://us.axa.com/home.html>
  - **Voya** – [www.gaboragency.com](http://www.gaboragency.com)
  - **TIAA** – [www.tiaa.org/fsu](http://www.tiaa.org/fsu)
  - **VALIC** – [www.valic.com](http://www.valic.com)
  - **Lincoln Investment** – [www.gaboragency.com](http://www.gaboragency.com)
- 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



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

**\$eminole**  
→  
**\$avings**



# Human Resources – Benefits

University Center A, Suite 6200

(850) 644-4015

Insurance: [insurance@fsu.edu](mailto:insurance@fsu.edu)

Retirement: [retirement@fsu.edu](mailto:retirement@fsu.edu)

[www.hr.fsu.edu](http://www.hr.fsu.edu)



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