



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:

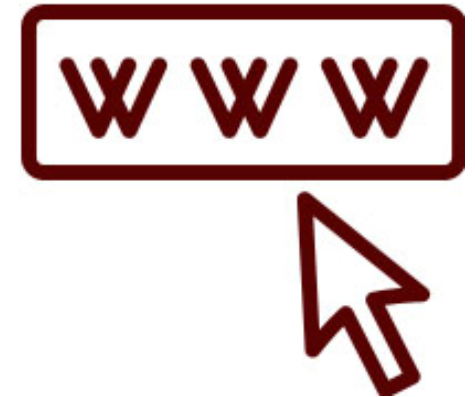
- (850) 644-4015 or [insurance@fsu.edu](mailto:insurance@fsu.edu)
- [www.hr.fsu.edu](http://www.hr.fsu.edu)



# 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

The screenshot shows the myFSU Florida State University website. The top navigation bar includes the myFSU logo and the text "FLORIDA STATE UNIVERSITY". Below this, there are icons for home, messages, and people, followed by a "Faculty & Staff" tab. The main content area is divided into two sections: "myFSU Links" on the left and "My Employee Snapshot" on the right. The "myFSU Links" section contains a grid of icons for various services like FSU, Bb, Canvas, @fsu, @my, HR, HYP, FI, SC, FSU Service Center, and BI. Below the grid is a search bar and a list of links including Admissions, Advising, Alumni and Former Students, Benefits & Resources, Career Development, Financials, Human Resources, myFSU Identity Management, and Reporting. The "My Employee Snapshot" section has tabs for Timesheet, Paycheck, and Benefits. The Benefits tab is selected, showing the "PeopleFirst User ID: 123456" with a yellow star icon. Below this, there are sections for Medical, Dental, Vision, Life, Retirement, and Optional Benefits, each with a table of details. A disclaimer at the bottom states: "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." A "Benefits Quicklinks >>" button is located at the bottom right of the snapshot section.

**myFSU** | FLORIDA STATE UNIVERSITY

Faculty & Staff

Faculty & Staff Home Feedback

myFSU Links

My Employee Snapshot

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.

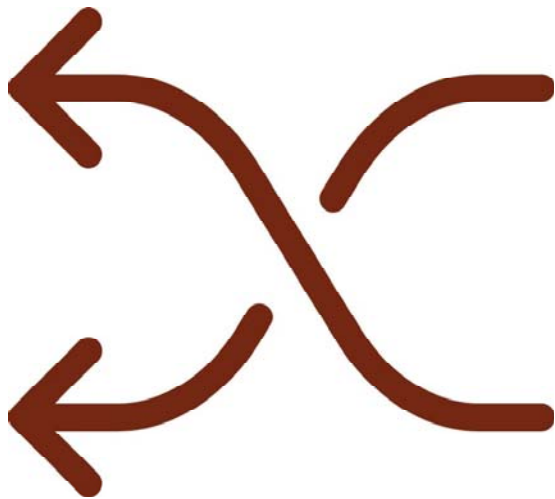
Benefits Quicklinks >>

- 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)

	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



# 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><b>Type of Medical Visit</b></i>	<i><b>Co-Payment</b></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

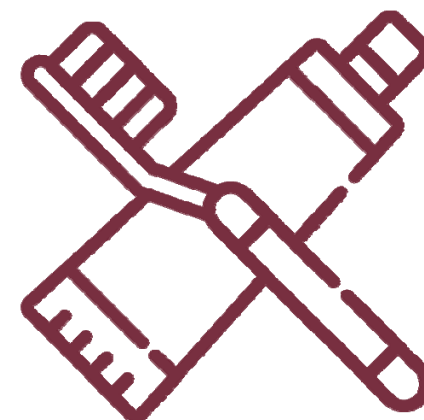




# Dental Insurance

## 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

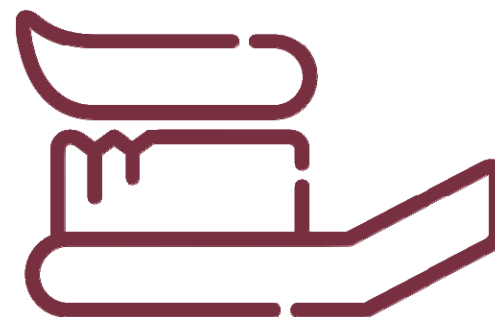
- Receive care from any dentist (cost is lower in-network)
- Annual deductible & co-insurance
- Orthodontia benefits (adults & children)
  - excluding Preventative PPO plans



# 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



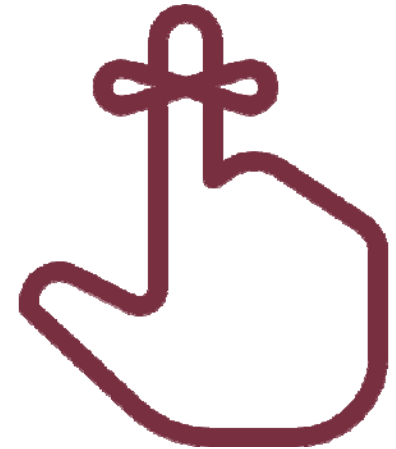
# Supplemental Insurance: Hospital, Cancer, Short Term Disability, and Accident Insurance

- 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



## 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)



Thank you to these artists for the use  
of their icons:

Freepik

Linh Pham

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Gregor Cresnar

Becris

Smartline

Vignesh Ovivan

Elias Bikkulatov

