Division of Human Resources Welcomes You!

Jaffus Hardrick, Ed.D.
Vice President, Human Resources
Vice Provost for Student Access & Success
Benefits Administration

Presented by:

El pagnier K. Hudson
Assistant Vice President
Division of Human Resources
Benefits Options

- State Benefits Administrator
- Florida Retirement System
- Benefits
# Health Insurance Marketplace

<table>
<thead>
<tr>
<th>Patient Protection Affordable Care Act</th>
<th>• Health care law requires most U.S. citizens to have health insurance coverage as of January 1, 2014; or potentially pay a tax penalty for noncompliance</th>
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</table>
| Health Exchange Options HealthCare.gov | • One stop shop to find quality health coverage  
• Through the Marketplace website, you can purchase private health insurance |
| Health Insurance Design                | • No pre-existing condition exclusions, regardless of age  
• No annual dollar limit on essential health benefits  
• Preventative Health Services at no cost  
• Extension of coverage to adult children |
| Employer Mandate People First: 1-866-663-4735 | • Employers are required to offer affordable coverage that meets minimum standards to full-time employees (averaging 30 or more hours per week)  
• Employer On Record: State of Florida, Division of State Group Insurance |
State-Sponsored Plans

- Medical (Health Insurance)
- Prescription Drug Plan
- Dental Insurance
- Vision Insurance
- Tax-Favored Accounts
- State Life Insurance Plans
- Other Supplemental Plans

For more information please visit http://hr.fiu.edu
Enrollment Details

• Welcome New Hire Package from People First
• Package *not* received? Contact 305-348-2181
• **Coverage Effective:** First (1st day) of the subsequent month following enrollment and payment is received
• **Required Information:** Social Security Number and Date of Birth for all *Eligible* dependents
• **Premium Payment:** Made one month in advance of the month of coverage

**Benefits Lab Strongly Suggested:**
August 21\textsuperscript{th} and August 22\textsuperscript{nd}
Location: PC 411
State Retirement Plans

State Retirement - Mandatory Contribution 3%

• Optional Retirement Plan
  Five (5) Providers to chose from
  AXA, MetLife, TIAA-CREF, VALIC & VOYA

• Florida Retirement System
  1. FRS Investment Plan
  2. FRS Pension Plan

For more information please visit hr.fiu.edu
Voluntary Retirement Contribution

**403b**

10 providers to choose from

- AXA, Fidelity, ING Reliastar, Jefferson National, MetLife, Symetra, TIAA-CREF, T. Rowe Price, Valic, Vanguard, VOYA

**IRS Limit**

- Under 50 yrs. old: $18,000
- Over 50 yrs. old: $24,000

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**457**

6 providers through Florida Deferred Compensation

- Charles Schwab, Great West, VOYA, Nationwide, T. Rowe Price & Valic

**IRS Limit**

- Under 50 yrs. old: $18,000
- Over 50 yrs. old: $24,000

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Workers’ Compensation

• **To Do:**
  - Report to Supervisor
  - Complete Injury Report Online

• **In case of Medical Emergency:**
  - For emergency transportation CALL Public Safety at (305) 348-5911
  - Go to the nearest emergency room

• **Workers’ Compensation Assistant:**
  - Mary Cruz
  - 305-348-2181 /cruzma@fiu.edu

• **AmeriSys:**
  - Emergency Contact: 1-800-455-2079

On-the-job injuries MUST be reported IMMEDIATELY.
Benefits Deadlines

State Benefits
60 days

Retirement & FIU Benefits
90 days
Benefits Contacts

State of Florida - People First
Contact Information:
1-866-663-4735
peoplefirst.myflorida.com

Florida Retirement System
Contact Information:
1-866-446-9377
MyFRS.com

FIU HR - Benefits Administration
Contact Information:
305-348-2181
benefits@fiu.edu
thank you
Overall Wellness

Presented by:

Nathan Burandt, Wellness Manager
Isabel Alfonsin-Vittoria, Director
Office of Employee Assistance
Panthers Active Wellness Services
Office of Employee Assistance

OEA offers Free and Confidential Services for FIU Employees and Immediate Family Members

• Consultation
• Assessment
• Referral Services
• Counseling or Coaching
• TLC Hardship

Contact Us:
305-348-2469
MMC
GL-473
BBC
ACI-203
www.oea.fiu.edu
Employee Self Service
Manager Self Service
MyFIU - Main Menu

m.fiu.edu

- **Employee Center**: All of your Employee information in one page.
- **Messages**: Receive messages from departments supporting FIU employees and faculty, including Academic Affairs, the Division of HR and the Division of IT.
- **Leave Balance**: Check your sick and vacation leave balances.
- **Paychecks**: Review recent paychecks, with all deductions and taxes in a detailed page.
- **W4**: See your current W4 declarations.
- **Direct Deposit**: Verify bank accounts and direct deposit information.
- **My Information**: Check your current address, phone numbers, emails, emergency contact information.
PantherSoft Self-Service

Online Training

Employees & Affiliates

Professional Development

Available Trainings

Human Resources UPKs

Online Training

FIU Skillport is your 24/7 gateway to learning resources for skills improvement, professional development, performance support, and more. Use SkillPort's easy-to-navigate interface to find answers to questions, develop professional skills, and take targeted learning. Simply log in to start exploring the learning resources available to you.

SkillPort Log-In Instructions

In addition, FIU has partnered with lynda.com which provides an online training library with more than 100,000 video tutorials on topics such as: Adobe Photoshop, AutoCAD, Microsoft Office, Final Cut Pro, and WordPress.

There are UPK’s available for all of FIU’s administrative applications. Click the appropriate application link below to review and/or complete list of UPK tutorials.

- Campus Solutions UPKs
- [Human Resources UPKs](#)
- Financials System UPKs
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<th>PAY PERIOD DATES</th>
<th>PP</th>
<th>NEW HIRE/CHANGE FORM/SIGN-ON SUBMISSION DEADLINE BY 5:00PM</th>
<th>FIRST LEVEL CONTRACT APPROVAL DEADLINE BY 5:00PM</th>
<th>EMPLOYEE TIME/LEAVE SUBMISSION DEADLINE BY 5:00PM</th>
<th>SUPERVISOR APPROVAL DEADLINE BY 2:00PM</th>
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† Deadlines revised due to Labor Day Holiday.
** Deadlines revised due to Veterans Day Holiday.
Δ Deadlines revised due to Thanksgiving Holiday.
Deadlines revised due to Christmas Day Holiday.
Deadline revised due to New Year's Day Holiday.
Deferred Earnings Program (DEP)
9 over 12 month

How Does it Work
- 9 month salary spread over 12-month, includes biweekly benefit deductions
- 19 Deferrals to cover 6 Paychecks in the Summer
- Enroll in Summer; Effective in Fall Semester
- First Deferral on 09/15/2017 Paycheck

How To Enroll
- Panther Soft Employee Self-Service
- Employee Resources/Employee Forms/Payroll Forms/Deferred Earnings Program

Enrollment Deadline
- Monday, August 21, 2017
Welcome to the Panther Family
Visit the Resource Fair

✓ Take official FIU portrait
✓ Get FIU One Card
✓ Meet service units
✓ Review benefits options