

FIU

Benefits Enrollment

Adjunct / Temporary Employee

****Employee must be active in Panther soft****

Health Benefits

- Adjunct appointments are considered temporary OPS positions under the State's eligibility criteria.
 - The State of Florida offers health insurance benefits to OPS (variable hour/ temporary) employees when they meet specific eligibility criteria.
 - Benefits eligibility criteria is determined by People First, plan administrator for the State Group Insurance.
- *If eligible*, the deadline to enroll in benefits is 60 calendar days from effective hire date.

Benefits Overview for OPS Temporary Employees

Presentation Video

Enrollment Options

- Enroll online on the People First enrollment portal:
<https://peoplefirst.myflorida.com>
 - You will receive your People First ID by mail. Or select "Forgot Login ID" to retrieve it online with your SSN and DOB.
 - Default password is "Pfmmddy" (Pf & your date of birth). Or select "Forgot Password" to establish a new password and security questions.
 - Check video: [How to Enroll in Insurance Benefits](#)
- Enroll over the phone with the People First Service Center:
 - Call 1-866-663-4735. Monday - Friday, 8:00 a.m. - 6:00 p.m. ET

FICA Alternative Plan - BENCOR

All temporary eligible employees, excluding students, who are not covered by the State Retirement System, are automatically enrolled in the FICA Alternative plan, administered through Bencor.

- The FICA Alternative Plan is a qualified savings plan that allows temporary employees to contribute a percentage of their before-tax wages to investment accounts.
- The employee has the ability to manage his/her own account.
- In lieu of paying 6.2% of after-tax wages to Social Security, eligible employees will contribute 7.5% of their before-tax wages to an investment account under their name (Medicare contributions of 1.45% will continue to be withheld and matched by FIU).

Voluntary Savings Plan

FIU offers a series of Voluntary Savings Plans that provide you with the opportunity to plan for a secure financial future by maximizing your savings for retirement on a tax advantaged basis. Review the different plan options and investment companies available at FIU:

- 403(b) Plan (Pretax & After-tax Roth options available)
- 457 Deferred Compensation Plan (Pretax)

Employee Perks & Services

FIU is a great place to work! You may also enroll in additional FIU Benefit plans as well as Perks & Services offered to the FIU Community.



Contact Information

- People First: 866-663-4735
- OptumRX: 888-547-9767
- Florida Blue: 800-825-2583
- Aetna: 888-858-6507
- Bencor: 866-296-9712
- FIU HR Benefits: 305-348-2181

Important

Benefits eligibility is determined at the point of hire, and eligibility for subsequent plan years is determined using a look-back measurement method, based on IRS final regulations under the ACA.

A decrease or increase in standard hours may impact eligibility for the next measurement period and plan year.

To verify benefits eligibility, contact the People First Service Center directly at 1-866-663-4735.

More Information

- 305-348-2181
- BENEFITS@FIU.EDU
- <https://hr.fiu.edu/benefits>