

SOUTH FLORIDA STATE COLLEGE
FULL-TIME EMPLOYEE
ANNUAL BENEFITS OPEN ENROLLMENT FOR 2024

October 2nd – October 18th, 2023

The time has arrived again! Annual Benefits Open Enrollment for your 2024 SFSC benefits will be completed through the FBMC employee portal. Any benefit changes you make during this open enrollment period will become effective on **January 1, 2024**. Please review the information below to help guide you through the open enrollment process.

- **During this year's Open Enrollment period, all eligible employees must log into the FBMC Benefits Management portal and select for the upcoming year or risk losing coverage for the calendar year 2024.**
- **Due to our Life Insurance carrier, you must verify your coverage annually. Unfortunately, H.R. cannot process your enrollment, but we can assist if needed.**
- **If you have questions or need assistance with enrollment, don't hesitate to contact Becki Lowery at 863-784-7419 or email loweryr@southflorida.edu for answers or schedule an in-person service appointment. Do not wait until the last day to make your selections, or you may run out of time.**

Preparation and Review of Benefit Changes

Please take a few minutes to review all the benefits information and changes on Panther Central under the Human Resources page.

Enrollment for Your 2024 Benefits

Log into the [FBMC](#) Benefits Management portal to make your elections for your 2024 benefits.



- If you are adding a spouse or dependent to your health plan or have them already on your plan and have not uploaded the required documentation, you **must** do so before you can finish your enrollment.
- Individuals enrolled in the D/V Plan **must** go online to FBMC and re-enroll for 2024.
- Additional Voluntary Dependent Life Insurance is also available. If you would like to add Supplemental Life, you will need to contact Becki Lowery and complete an Evidence of Insurability (E.O.I)

Life Insurance Group – The Standard

The Standard is our life insurance carrier. For more information about the available coverages and options, please see the information posted on the Human Resources page on Panther Central.

Voluntary Dependent Life Insurance

The Standard – Basic Dependent Life Coverage Amounts

Opt. 1 - Employee Monthly Plan Cost - \$1.00

- Spouse Amount of Coverage \$ 5,000
- Child 6 Months to 25 Years \$ 2,500

Opt. 2 - Employee Monthly Plan Cost - \$2.00

- Spouse Amount of Coverage \$10,000
- Child 6 Months to 25 Years \$ 5,000

Opt.3 - Employee Monthly Plan Cost - \$4.00

- Spouse Amount of Coverage \$20,000
- Child 6 Months to 25 Years \$10,000

This plan eligibility is based on your Annual wages.

Definitions

If applicable, a spouse is a person you are legally married to or your domestic partner as recognized by law or by your employer's domestic partnership policy.

Child - your unmarried child from live birth through the end of the year your child reaches age 25.

FLEXIBLE SPENDING ACCOUNT (F.S.A.)

For your convenience, **Custom Benefit Services, through Eagles Benefits**, has set up F.S.A. participants' enrollment at www.eaglesbenefits.com for 2024. This is for current members. If you are a new member, you must fill out a paper application that is on the H.R. page of Panther Central. The plan has a debit card that comes with it. Please ensure your address information is correct. Eagles Benefits will mail your debit card. Enrollment instructions are on Panther Central under Human Resource: "F.S.A. EaglesBenefits Info."

Sick Leave Pool

Open enrollment is the time to enroll in the Sick Leave Pool. If you have a balance of 96 hours accumulated in sick leave as of November 1st and have been with the college for one year, you can join the Sick Leave Pool by contributing 16 hours of sick leave. Please use the "Sick Leave Pool Appl (Only During Open Enrollment)" under the Enrollment Documents header on Panther Central. If you qualify, please complete the application and return it to the Human Resources

office before the end of the business day on October 18th. The effective date of membership in the Sick Leave Pool will be January 1st.

Miscellaneous: Open Enrollment is also a good time to review and update your W-4 Withholding, verify Life Insurance and F.R.S. beneficiaries, or start a tax-sheltered retirement plan. If you have any questions during the enrollment period, don't hesitate to contact me by email at rebecca.lowery@southflorida.edu or by phone at (863) 784-7419 during regular working hours.