

FIU Human Resources

I ♥ MY PANTHERBENEFITS

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Benefits Updates | January 2, 2024

Address Review and Update Reminder

It is very important to keep your address on record up to date in our Panther Soft System for you to receive communication materials regarding your State-Sponsored Benefits in the timely matter.
As a reminder, take the time to review your current mailing address, email address, phone numbers on file; if you have experienced any changes in address, please update your information in our Panther Soft System immediately.

2024 Benefits Reminder

Beginning January 1st, 2024:

- **HMO Carrier changes: AvMed** is ***no longer*** a contracted insurance carrier for the HMO health plan for State of Florida employees. HMO plan services will be provided in accordance with the State's service contracted areas. If you are currently enrolled in an HMO plan and did not take action during Open Enrollment, you will default to the new HMO for the region where you currently reside for plan year 2024. **If you reside in Miami-Dade or Broward County, the HMO carrier is Aetna.**

- **Prescription Drug Plan Provider Changes:** Plan provider has changed from CVS Caremark to OptumRx. Be sure to provide your new pharmacy benefits card to your pharmacy and your primary care physician to ensure a smooth transition.

- **New Insurance Cards:** New member ID cards issued and mailed directly by insurance carriers by end of December 2023. If your ID card is delayed, create an online account with the insurance providers from January 1, 2024, for digital copies and contact the carrier for assistance. Online accounts grant access to digital ID cards, claims details, prescription refills, provider search, and more.

For coverage and member ID card inquiries, directly contact the carriers using the provided contact information.

IRS Retirement Contribution Limits 2024

IRS announced 2024 plan year Retirement Contribution Limits for employees who participate in 401(k), 403(b), and most 457 plans, is increased to $23,000. Employees who are age 50 or over at the end of the calendar year can also make catch-up contributions of $7,500.

Initial enrollment, for both 457 and 403(b) plans, requires employees to contact a provider company to open an account. Once the account is established, you can start and update contributions, as needed.

Questions? Contact Benefits Administration at benefits@fiu.edu.