

Northwest Florida State College
FY2025 Benefits Program Changes due to
Joining the State Group Insurance Plan

Benefit Type	Current College Approach	State Group Insurance Plan	Recommendation
<i>As of September 17, 2024</i>			
Health Insurance	College pays 100% single employee premium. Employee pays 100% spouse and dependent coverage.	Employee pays up to \$50 employee premium; College pays employer premium. Employee continues to pay 100% of spouse and dependent coverage.	Continuing to offer \$0 individual employee premiums for existing full-time employees who enroll in the SGIP through the conclusion of the open enrollment period by offering a stipend to cover the pre-tax deduction of up to \$50 per month for the pay periods from December 2024 to May 2025. Benefit will not continue for FY2026.
Dental and/or Vision Insurance	Employee pays for dental and/or vision insurance unless the employee declines health coverage by the College.	Employee pays for dental and/or vision insurance, regardless of whether they accept SGIP health insurance.	Retiring the alternative dental and vision College-paid premiums when an individual employee does not accept health insurance coverage and retiring non-SGIP plans for College retirees.
Life Insurance	College pays 100% of premium for life insurance coverage of up to double an employees' salary (up to \$200,000).	SGIP coverage includes employer-paid life insurance up to \$25,000, and the employee may purchase more coverage.	Offering additional life insurance coverage at no cost to employees of double an employee's salary up to \$175,000, to retain life insurance coverage for employees at the current FY2025 rate of a total combined up to \$200,000 of coverage.
Health Savings Account (HSA)	Employees may opt-into an HSA at their own expense.	Employees may opt-into an HSA at their own expense. The state will deposit monthly \$41.66 for single coverage and \$83.33 for family coverage into an employee's HSA account or \$500 and \$1,000 annually, respectively.	Adopting state plan, but there is no change in how employees pay for the plan.
Flexible Spending Account (FSA)	Employees may opt into an FSA at their own expense. From 2011-2013, the College offered FT employees a \$400 contribution to an FSA. Fifty-seven employees remain with the College from this time.	Employees may opt into an FSA at their own expense.	Retiring the College-paid \$400 contribution to any individual employee's FSA.
Employee Assistance Program	The College offers free counseling through its EAP.	SGIP coverage offers free counseling through its EAP.	Offering both SGIP and the existing College-paid EAP for the remainder of FY2025.