

# TRAINEES

## Benefits Summary

Category	Description & Employee Monthly Cost	Links
<b>Medical Coverage</b>	<b>Aetna (HMO) &amp; Florida Blue (PPO)</b> <ul style="list-style-type: none"> <li>Standard Plan: EE only: \$50 / Family \$180</li> <li>High Deductible: EE only: \$15 / Family \$64.30</li> </ul>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Health_Insurance_Plans">MyBenefits.MyFlorida.com/MyHealth/Health_Insurance_Plans</a>
<b>Prescription Drug</b>	<b>Optum RX</b>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Prescription_Drug_Plan">MyBenefits.MyFlorida.com/MyHealth/Prescription_Drug_Plan</a>
<b>Dental Insurance</b>	<ul style="list-style-type: none"> <li>Prepaid/HMO</li> <li>PPO</li> <li>Indemnity with PPO Network</li> <li>Indemnity</li> </ul>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Dental_Insurance_Plans">MyBenefits.MyFlorida.com/MyHealth/Dental_Insurance_Plans</a>
<b>Vision Insurance</b>	<b>Humana</b> <ul style="list-style-type: none"> <li>EE only: \$5.92 / EE + 1: \$11.68</li> <li>EE + Children: \$11.56 / Family: \$18.16</li> </ul>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Vision_Insurance_Plan">MyBenefits.MyFlorida.com/MyHealth/Vision_Insurance_Plan</a>
<b>Life Insurance</b>	<b>Securian</b> <ul style="list-style-type: none"> <li>Life Insurance \$50,000: \$0</li> <li>Optional Life: Based on age &amp; salary</li> <li>Dependent Spouse: \$5.18-\$6.90</li> <li>Child: \$0.85</li> </ul>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Life_Insurance_Plans">MyBenefits.MyFlorida.com/MyHealth/Life_Insurance_Plans</a>
<b>Healthcare &amp; Dependent Care Flexible Spending Accounts</b>	<ul style="list-style-type: none"> <li>Healthcare FSA: \$60 up to \$3,200 pre-tax per calendar year</li> <li>Dependent Care: \$60 up to \$5,000 pre-tax per calendar year</li> </ul>	View details at <a href="https://MyBenefits.MyFlorida.com/MyHealth/Savings_and_Spending_Accounts">MyBenefits.MyFlorida.com/MyHealth/Savings_and_Spending_Accounts</a>
<b>Retirement Plan</b>	<b>State University Retirement Plan (SUSORP)</b> <ul style="list-style-type: none"> <li>FIU contributes 5.14% (bi-weekly)</li> <li>Employee contributes 3% deduction (bi-weekly)</li> </ul> <p>Note: All trainees must enroll in the SUSORP.</p>	View details at <a href="https://hr.fiu.edu/SUSORP">hr.fiu.edu (SUSORP)</a>

\*Health Insurance starts on the first day of the month following employment. Gap coverage available.



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<b>Retirement Voluntary Plans</b>	<ul style="list-style-type: none"> <li>• Tax Deferred Annuity/403(b)</li> <li>• Deferred Compensation (457)</li> </ul>	View details at <a href="https://hr.fiu.edu/providers">HR.fiu.edu (Providers)</a>
<b>Disability Plans</b>	<b>Gabor</b> <ul style="list-style-type: none"> <li>• Short and long-term Disability provided</li> </ul>	View details at <a href="https://gaborfs.com/fiu-disability">Gaborfs.com (FIU Disability)</a>
<b>Supplemental Plans</b>	<ul style="list-style-type: none"> <li>• Accident: Colonial Insurance</li> <li>• Cancer: Aflac and Colonial</li> <li>• Insurance Disability: Colonial</li> <li>• Hospitalization: Cigna and New Era</li> <li>• Hospital Intensive Care: Aflac</li> </ul>	View details at <a href="https://mybenefits.myflorida.com/MyHealth/Other%20Supplemental%20Plans">MyBenefits.MyFlorida.com/MyHealth/Other Supplemental Plans</a>
<b>Voluntary Plans</b>	<b>Gabor</b> Long Term Disability, Long Term Care, Life  <b>ASPCA/SPOT</b> Pet Insurance	View details at <ul style="list-style-type: none"> <li>• <a href="https://gaborfs.com/fiu-disability">Gaborfs.com (FIU Disability)</a></li> <li>• <a href="https://gaborfs.com/fiu-long-term-care">Gaborfs.com (FIU Long Term Care)</a></li> <li>• <a href="https://gaborfs.com/life-insurance">Gaborfs.com (Life insurance)</a></li> <li>• <a href="https://spotpet.com">Spotpet.com</a></li> </ul>
<b>Tuition Waiver</b>	10 credits (dependents) / 6 credits (employees)	View details at <a href="https://hr.fiu.edu/tuition-waiver">HR.fiu.edu (Tuition Waiver)</a>
<b>Paid Leave</b>	20 days of time away from program may be adjusted by program director	Leave as per program-specific policy
<b>Leaves of Absence</b>	FMLA, Medical, Personal, Parental, Professional Development, Military, and Bereavement	Leave as per program-specific policy
<b>Wellness/Well-being</b>	Access to OEA: Virtual self-screening, confidential mental and behavioral health counseling	View details at <a href="https://hr.fiu.edu/wellness">HR.fiu.edu (Wellness)</a>



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<b>Meal Allowance</b>	\$1500 per year
<b>Scholarly Activity Allowance</b>	\$1500 per year
<b>Educational Incentive</b>	Provided as approved by the program director for exams and licensing
<b>Life Support Certification</b>	Provided at no cost
<b>Technology Provision</b>	Laptop or tablet provided at no cost
<b>Cell Phone Allowance</b>	\$90 per month
<b>Apparel Provision</b>	One jacket will be provided as well as a \$150 stipend to PGY2+
<b>Mileage/Travel Reimbursement</b>	Provided for travel away from a primary site as per State guidelines



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[Retirement](#)

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