

TRAINEES *Benefits Summary*

Category Description & Employee Monthly Cost Links

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

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

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

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



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