

# 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="http://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="http://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="http://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: \$6.12 / EE + 1: \$12.10</li> <li>EE + Children: \$11.96 / Family: \$18.80</li> </ul>	View details at <a href="http://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: \$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="http://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>\$60 Minimum Yearly</li> <li>Review plan documents for applicable contribution limits.</li> <li>Subject to change based on IRS Guidelines.</li> </ul>	View details at <a href="http://MyBenefits.MyFlorida.com/MyHealth/Savings_and_Spending_Accounts">MyBenefits.MyFlorida.com/MyHealth/Savings_and_Spending_Accounts</a>
<b>Retirement Plans</b>	<b>Florida Retirement System</b> <ul style="list-style-type: none"> <li>SUSORP: FIU contributes, 5.14% vested immediately</li> <li>Investment Plan: FIU contributes, 8.3% vested after 1 year</li> <li>Pension Plan: vested after 8 years if initial enrollment is after 7/1/2011</li> </ul> All plan: 3% deduction of employee salary	View details at <a href="http://Mediaweb.fiu.edu/Mediasite/Play">Mediaweb.fiu.edu/Mediasite/Play</a> <a href="http://Optional Retirement Program (SUSORP)">Optional Retirement Program (SUSORP)</a> <a href="http://MyFRS.com">MyFRS.com</a>

# Benefits Summary

2026

## Category      Description      Links

<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="http://HR.fiu.edu (Providers)">HR.fiu.edu (Providers)</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="http://MyBenefits.MyFlorida.com/MyHealth/Other_Supplemental_Plans">MyBenefits.MyFlorida.com/MyHealth/Other_Supplemental_Plans</a>
<b>Voluntary Plans</b>	<p><b>Gabor</b> Long Term Disability, Long Term Care, Life</p> <p><b>ASPCA/SPOT</b> Pet Insurance</p>	View details at <ul style="list-style-type: none"> <li>• <a href="http://Gaborfs.com (FIU Disability)">Gaborfs.com (FIU Disability)</a></li> <li>• <a href="http://Gaborfs.com (FIU Long Term Care)">Gaborfs.com (FIU Long Term Care)</a></li> <li>• <a href="http://Gaborfs.com (Life insurance)">Gaborfs.com (Life insurance)</a></li> <li>• <a href="http://Spotpet.com">Spotpet.com</a></li> </ul>
<b>Tuition Waiver</b>	10 credits (dependents) / 6 credits (employees)	View details at <a href="http://HR.fiu.edu (Tuition Waiver)">HR.fiu.edu (Tuition Waiver)</a>
<b>Paid Leave</b>	<p><b>Holidays</b> (11 university holidays)</p> <p><b>Vacation Accrual</b> (5-7 hrs per pay period)</p> <p><b>Sick Accrual</b> (4 hrs per pay period)</p> <p><b>Continuation of Salary Programs</b></p> <ul style="list-style-type: none"> <li>• Sick Leave pool: up to 480 hrs</li> <li>• Catastrophic pool: up to 480 hrs</li> </ul>	View details at <ul style="list-style-type: none"> <li>• <a href="http://Holiday Schedules">Holiday Schedules</a></li> <li>• <a href="http://HR.fiu.edu (Leave Accruals)">HR.fiu.edu (Leave Accruals)</a></li> <li>• <a href="http://Policies.fiu.edu (Sick Accrual)">Policies.fiu.edu (Sick Accrual)</a></li> <li>• <a href="http://Policies.fiu.edu (Catastrophic)">Policies.fiu.edu (Catastrophic)</a></li> </ul>
<b>Leaves of Absence</b>	FMLA, Medical, Personal, Parental, Professional Development, Military, and Bereavement	View details at <a href="http://HR.fiu.edu (Leave of Absence)">HR.fiu.edu (Leave of Absence)</a>
<b>Wellness/Well-being</b>	Access to OEA: Virtual self-screening, confidential mental and behavioral health counseling	View details at <a href="http://HR.fiu.edu (Wellness)">HR.fiu.edu (Wellness)</a>



[How to Enroll](#)

[Benefits Guide](#)

[Retirement](#)

[Health & Supplemental](#)

[FIU Insurance Options](#)

[Contacts](#)