

Benefits Summary

Category	Description & Employee Monthly Cost	Links
Medical Coverage	Aetna (HMO) & Florida Blue (PPO) <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	Humana <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	Securian <ul style="list-style-type: none"> Basic Life: \$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 \$3,300 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 Plans	Florida Retirement System <ul style="list-style-type: none"> SUSORP: FIU contributes 5.14%, vested immediately Investment Plan: FIU contributes 8.3%, vested after 1 year Pension Plan: vested after 8 years if initial enrollment is after 7/1/2011 All plans: 3% deduction of employee salary	View details at Mediaweb.fiu.edu/Mediasite/Play -&- MyFRS.com

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Retirement Voluntary Plans	<ul style="list-style-type: none">• Tax Deferred Annuity/403(b)• Deferred Compensation /457(b)	View details at HR.fiu.edu (Providers)
Supplemental Plans	<ul style="list-style-type: none">• Accident: Colonial• Cancer: Aflac and Colonial• Disability: Colonial• Hospitalization: Cigna and New Era• Hospital Intensive Care: Aflac	View details at MyBenefits.MyFlorida.com/ MyHealth/Other Supplemental Plans
Voluntary Plans	Gabor Long Term Disability, Long Term Care, Life ASPCA/SPOT Pet Insurance	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	Holidays (11 university holidays) Vacation Accrual <ul style="list-style-type: none">• Between 5-7 hrs per pay period Sick Accrual (4 hrs per pay period) Continuation of Salary Programs <ul style="list-style-type: none">• Sick Leave pool: up to 480 hrs• Catastrophic pool: up to 480 hrs	View details at <ul style="list-style-type: none">• HR.fiu.edu (Holiday Schedule)• HR.fiu.edu (Leave Accruals)• Policies.fiu.edu (Sick Leave Pool)• Policies.fiu.edu (Catastrophic)
Leave of Absence	FMLA, Medical, Personal, Parental, Professional Development, Military	View details at <ul style="list-style-type: none">• HR.fiu.edu (Leave of Absence)
Wellness/Well- being	Access to OEA: Virtual self-screening, confidential mental and behavioral health counseling	View details at <ul style="list-style-type: none">• HR.fiu.edu (Wellness)



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