

Benefits Summary

Category	Description & Employee Monthly Cost	Links
Medical Coverage	Aetna (HMO) & Florida Blue (PPO) - 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	- Prepaid/HMO - PPO - Indemnity with PPO Network - Indemnity	View details at MyBenefits.MyFlorida.com/MyHealth/Dental Insurance Plans
Vision Insurance	Humana - 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 - 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	- 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 - 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

Benefits Summary

2025

Category

Description

Links

Retirement Voluntary Plans	• Tax Deferred Annuity/403(b) • Deferred Compensation /457(b)	View details at HR.fiu.edu (Providers)
Supplemental Plans	• 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 • 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 • Between 5-7 hrs per pay period Sick Accrual (4 hrs per pay period) Continuation of Salary Programs • Sick Leave pool: up to 480 hrs • Catastrophic pool: up to 480 hrs	View details at • 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 • HR.fiu.edu (Leave of Absence)
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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[Retirement](#)

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