

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: \$6.12 / EE + 1: \$12.10 EE + Children: \$11.96 / Family: \$18.80 	View details at MyBenefits.MyFlorida.com/MyHealth/Vision_Insurance_Plan
Life Insurance	Securian <ul style="list-style-type: none"> Life Insurance: \$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"> \$60 Minimum Yearly Review plan documents for applicable contribution limits. Subject to change based on IRS Guidelines. 	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 Optional Retirement Program (SUSORP) MyFRS.com

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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)
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	6 credits (employees) per semester 4 credits (dependents) per semester	View details at HR.fiu.edu (Tuition Waiver)
Paid Leave	<p>Holidays (11 university holidays)</p> <p>Vacation Accrual (5-7 hrs per pay period)</p> <p>Sick Accrual (4 hrs per pay period)</p> <p>Continuation of Salary Programs</p> <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"> • Holiday Schedules • HR.fiu.edu (Leave Accruals) • Policies.fiu.edu (Sick Accrual) • Policies.fiu.edu (Catastrophic)
Leaves of Absence	FMLA, Medical, Personal, Parental, Professional Development, Military, and Bereavement	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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