Retirement Options

**Plan Choices**
- UF provides the option of electing a defined benefit or defined contribution plan.
- Employee contribution is 3% into retirement account.

**Pension Plan (Defined Benefit)**
- Employer contributes 6.95%.
- Managed by the Florida Retirement System (FRS).
- Vested after eight years of service.
- Lifetime monthly benefit.

**Investment Plan (Defined Contribution)**
- Vested after one year of service.
- Florida Investment Plan, managed by Florida Retirement Services (FRS): 3.3%

**Voluntary retirement savings plans**
UF also provides voluntary savings opportunities through tax-deferred and Roth 403(b) plans. Additionally, employees are eligible to participate in the State of Florida’s Deferred Compensation Program (457).

For the full list of investment providers, visit: https://benefits.hr.ufl.edu/retirement/investment-provider-list/

Health Insurance

**Plan Choices**
- PPO
- HMO
- High deductible with Health Savings Account
- Domestic Partner

**Spouse Program**
- Both spouses must work for state and/or university.
- $15/month cost to each spouse.

**Individual Coverage**
Employee cost: $50/month.

**Family Coverage**
Employee cost: $180/month.

**Domestic Partners**
Health and voluntary insurance plans are provided for domestic partners.

**Voluntary Insurance**
- Long-Term Disability
- Dental
- Vision
- Optional Life
- Accident
- Supplemental Hospital
- Legal
- Pet Insurance

**Life Insurance**
$25,000 coverage paid by the state.

*Full-time rate
**Full-time rate; part-time shares premium cost

Visit benefits.hr.ufl.edu for more information.

Vacation Leave
176 hours (6.769 hours per bi-weekly pay period) for full time employees.

**Sick Leave**
104 hours per year (4 hours per bi-weekly pay period) for full time employees.

Part-time employees will receive a pro-rated amount based on FTE.

**Holidays and Personal Leave**
10 paid holiday days per year.
December Personal Leave - 4 days between December 25 and January 1.

**Sick Leave Pool**
- Access to 480 hours of sick leave to members of the pool.
- Provide additional sick leave hours in the event of personal illness, injury and accident.

**Paid Parental Leave**
Employees may draw on unearned leave to fund short-term parental leave for up to 6 weeks.

GatorPerks
- The UF GatorPerks discount program provides exclusive discounts for UF staff at various businesses and retailers by showing your UF Gator 1 card, using a coupon or entering a discount code online.
- Please visit https://benefits.hr.ufl.edu/gatorperks/ for more information.

Parking
- Official Business:
  - $510.00 Annually ($21.25/pay period)
  - $170.00 per Semester
- Orange or Blue:
  - $378.00 Annually ($15.75/pay period)
  - $126.00 per Semester
  - $60.00 Monthly
  - $25.00 Weekly
- Green (Commuter):
  - $192.00 Annually ($8.00/pay period)
  - $64.00 per Semester
  - $35.00 Monthly
  - $15.00 Weekly

Visit parking.ufl.edu for more information.

Education Programs

**Employee Education Program**
Full-time faculty/staff employed for a minimum of six months may receive tuition assistance for up to six credit hours per semester at the State of Florida University closest to their work location.

**Higher Education Program**
- Provides children of full-time staff with the opportunity of tuition assistance for undergraduate education at UF.
- Drawing of 50 children per year.

Visit TEAMS last updated 11/1/2018

Visit https://benefits.hr.ufl.edu/ for more information.