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

UF currently participates in a number of state and university-sponsored benefit programs.

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

Health Insurance

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 and 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 an 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.

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.

Parking

Official Business:
- $540.00 Annually ($22.50/pay period)
- $180.00 per Semester

Orange or Blue
- $396.00 Annually ($16.50/pay period)
- $132.00 per Semester
- $60.00 Monthly
- $25.00 Weekly

Green (Commuter)
- $204.00 Annually ($8.50/pay period)
- $68.00 per Semester
- $35.00 Monthly
- $15.00 Weekly

Visit parking.ufl.edu for more information.

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

TEAMs Employees
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