



Retirement Options

OPS Retirement Plan

- The FICA Alternative Plan is a defined contribution plan authorized under Section 401(a) of the Internal Revenue Code.
- Employees in certain temporary positions are mandated to participate in lieu of earning credit for Social Security.
- Participants contribute 7.50% of their wages and decide how to allocate the money in their account among the available investment funds.
- The benefit depends on the amount of money contributed and its growth over time.

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/>.

OPS Employees
Last updated 8/2020



Health Insurance

Full-time¹ employees are eligible for state-sponsored benefit programs.

Plan Choices

- PPO
- HMO
- High deductible with Health Savings Account

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.*

Voluntary Insurance

Short-Term Disability, Dental, Vision, Optional Life, Other State Supplemental Plans

Life Insurance

\$25,000 coverage paid by the state.**

¹Employees who work 30 hours per week or more (0.75 FTE) on average.

*Full-time rate

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

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



Parking

Note: OPS employees who elect to buy a parking decal are required to pay the cost up front.

Blue

- \$420.00 Annually
- \$140.00 per Semester
- \$60.00 Monthly
- \$25.00 Weekly

Green (Commuter)

- \$216.00 Annually
- \$72.00 per Semester
- \$35.00 Monthly
- \$15.00 Weekly

Visit parking.ufl.edu for more information.



RTS Bus System

- RTS Bus Schedule: <https://ufl.transloc.com/> and <http://go-rt.com/>
- Free with Gator1 card (routes on and off campus)



Time Off

OPS employees are *not* eligible for paid time off.

The University is closed for 10 holidays per year and 4 days for December Personal Leave (between December 25 and January 1). This is unpaid time for OPS employees.



GatorPerks

- The UF GatorPerks discount program provides exclusive discounts for UF faculty and staff.
- UF employees have the opportunity to save at various businesses and retailers.
- Most vendors want to see your UF Gator1 card, others may want you to print out a coupon or enter a discount code on their website. The discount will be applied at the time of purchase.

Please visit <https://benefits.hr.ufl.edu/gatorperks/discount-program/> for more information.