



Retirement Options

State University System Optional Retirement Program (SUSORP)

A defined contribution plan where participants decide how to allocate the money in their account among available investment funds.

- The benefit depends on the amount of money contributed and its growth over time.
- Employer: 5.14% of biweekly earnings (Note: Employers also pay Admin fee/UAL to State of Florida. Therefore, the employer rate you see on your paychecks will be higher than the amount deposited into your account.)
- Mandatory Employee: 3.00% of biweekly earnings.
- Voluntary Employee: Up to 5.14% of biweekly earnings.

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/>.

Faculty

Last updated 05/2021



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*

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

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



Time Off

Vacation Leave

176 hours (about 22 days, 6.769 hours per bi-weekly pay period) for full time employees. Part-time employees will receive a pro-rated amount based on FTE.

Sick Leave

104 hours per year (about 13 days, 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 Family Leave

UF will provide 8 full weeks of leave over a 24 month period for qualifying events to support improved work-life balance and to protect against income loss during major life events.

- **Parental:** absences related to parental leave (birth, adoption, fostering)
- **Medical:** a personal illness/injury, or an immediate family member's illness/injury



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.



Parking

Official Business:

- \$570.00 Annually (\$23.75/pay period)
- \$190.00 per Semester

Orange or Blue

- \$420.00 Annually (\$17.50/pay period)
- \$140.00 per Semester
- \$60.00 Monthly
- \$25.00 Weekly

Green (Commuter)

- \$216.00 Annually (\$9.00/pay period)
- \$72.00 per Semester
- \$35.00 Monthly
- \$15.00 Weekly

Visit parking.ufl.edu for more information.

College of Dentistry Fringe Benefits



Life Insurance

Underwritten by The Standard Insurance Company, the College provides:

- \$500,000 of life insurance for all covered employees at a 0.75 or greater FTE.
- Additional \$150,000 in the event of accidental death and dismemberment.
- For employees between 0.74 and 0.50 FTE the Standard Life Insurance Company provides \$100,000 of life insurance with an additional \$50,000 in the event of accidental death and dismemberment.
- When you reach the age range of 70 to 74, your life insurance and accidental death and dismemberment reduces to 65% of the full coverage amounts of \$500,000 and \$150,000.
- When you reach the age of 75 or older, your life insurance and accidental death and dismemberment reduces to 50% of the full coverage amounts of \$500,000 and \$150,000.

Faculty
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Disability

Underwritten by The Standard Insurance Company, the College provides:

- Group Disability for faculty appointed at .75 FTE or above: Full-time tenured, tenured track, clinical track and members of Faculty Associates Inc. of the College of Dentistry.
- The benefits as set forth under this policy will begin after the insured's sixth month of total or partial disability. The maximum benefit period due to sickness is based on your age at the time of disability.
- The monthly income benefit is equal to 60% of the monthly salary to a maximum of \$15,000 per month.
- Cost of Living Adjustment rider is included.

For more information on Faculty Benefits, including Summary Plan Documents, please visit

<https://dental.ufl.edu/about/human-resources/for-faculty/faculty-benefits/>.



Professional Liability Insurance

The J. Hillis Miller Health Center Self-Insurance Program (UF SIP) provides comprehensive general liability protection, including professional liability coverage on an “occurrence” basis to all faculty employees, students and volunteers acting within the scope of their defined duties at the Health Center.