



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/>.

TEAMS Employees
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 (6.769 hours per bi-weekly pay period) for full time employees.¹

Sick Leave

104 hours per year (4 hours per bi-weekly pay period) for full time employees.¹

¹Part-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 12/25 and 1/1

Sick Leave Pool

Access to 480 hours of sick leave to members of the pool. Provides 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



GatorPerks

A discount program that provides exclusive discounts at various businesses/retailers by showing your Gator1 card, using a coupon/code.

Visit <https://benefits.hr.ufl.edu/gatorperks/> 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.



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.