



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: benefits.hr.ufl.edu/retirement/investment-provider-list

OPS Employees Last updated 01/2024



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

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

*Full-time rate

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.

Orange or Blue

- \$420.00 Annually
- \$140.00 per Semester
- \$60.00 Monthly
- \$25.00 Weekly
- \$5.00 Daily

Staff Commuter

- \$216.00 Annually
- \$72.00 per Semester
- \$35.00 Monthly
- \$15.00 Weekly
- \$3.00 Daily

Visit taps.ufl.edu for more information.



RTS Bus System

- RTS Bus Schedule: go-rtss.com
- Free with Gator1 card (routes on and off campus)



Time Off

OPS employees are *not* eligible for paid time off (vacation, sick, administrative leave, or paid holidays).

The University is closed for 11 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 across Florida.
- Most vendors want to see your UF Gator 1 card, while 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.

Visit <https://worklife.hr.ufl.edu/gatorperks> for more information.