Executive Service Employee Benefits

- **Health Insurance**: Offered through two providers. The State of Florida PPO (Preferred Provider Organization) provider is Florida Blue. The HMO (Health Maintenance Organization) provider for the Tallahassee/Leon County area is Capital Health Plan. HMO providers outside of the Tallahassee/Leon County area are determined by home and work counties.

  Coverage is available in two tiers:

  - **Standard PPO or HMO** (lower out-of-pocket costs for services)
    - Individual ($4.17 bi-weekly)
    - Family ($15.00 bi-weekly)
  - **High Deductible Health Plan PPO or HMO** (higher out-of-pocket costs for services)
    - Individual ($4.17 bi-weekly)
    - Family ($15.00 bi-weekly)

  *The High Deductible Health Plan tier also includes a yearly employer contribution of $500 for individual coverage and $1,000 for family coverage to a health savings account. Employees can also contribute to this plan.*

- CVS/caremark is the prescription drug provider for the PPO and HMO plans.

- **Basic Term Life Insurance**: Underwritten by Securian Life Insurance Company and paid for by the University for all full-time employees. The policy provides a flat $25,000 benefit.

- **Disability Insurance**: Administered by the Florida Division of State Group Insurance and paid for by the University. The policy will pay 65% of salary for one year.

- **Retirement (three plan choices):**
  - **Florida Retirement System (FRS) Pension Plan**: “Defined Benefit” Plan, 8-year vesting. Mandatory employee contribution of 3% of gross salary.
  - **Florida Retirement System (FRS) Investment Plan**: “Defined Contribution” Plan, 1-year vesting, 7.67% of gross salary is contributed to the participant’s Investment Plan account (3.3% by the University, 4.67% by the employee).
  - **State University System Optional Retirement Program (ORP)**: “Defined Contribution” Plan, no vesting, 5.14% of gross salary is contributed by the University, and a 3% contribution is required by the employee. Total contribution of 8.14%. The employee can make additional voluntary contributions up to the calendar-year IRS limits, depending on age. Five investment companies are available [AXA, MetLife, TIAA, VALIC, and Voya].
• **Leave Accrual**:  
  - Annual: Accrue 9.195 hours bi-weekly  
  - Sick: Accrue 5.000 hours bi-weekly  

Additional benefits offered through the *State* and paid for by the employee:  

• **Optional Life Insurance**: Offered through Securian Life up to 7 times salary (maximum benefit $1,000,000). As a new hire, an employee can enroll in up to 5 times salary (maximum benefit $500,000) without proof of good health. Enrolling in any benefit over $500,000 or 6 times or 7 times salary would require proof of good health.  

• **Spouse and Child Life Insurance**: Underwritten by Securian Life Insurance Company and provides a flat $15,000 or $20,000 benefit for spouse, and $10,000 per child.  

• **Dental**: There are several companies and options from which to choose.  

• **Flexible Spending Accounts (FSA)**: Healthcare FSA, Limited Purpose FSA, and Dependent Care FSA.  

• **Vision**: Offered through Humana, which includes eye exam and materials.  

• **Accident** and **Disability**  

• **Cancer** and **Hospital Intensive Care**  

• **Hospitalization**  

• **Shared Savings Program**: Healthcare Bluebook and Surgery Plus portals provide cost sharing reward opportunities to participants. Rewards accrue in a Health Reimbursement Account (HRA).  

Additional benefits offered through the *University* and paid for by the employee:  

• **Life Insurance**: The Gabor Agency offers several policies (term, cash value and universal).  

• **Long Term Care**: Offered through The Gabor Agency and underwritten by Symetra.  

• **Disability**: Offered through The Gabor Agency and underwritten by Standard Life Insurance Company – 30 and 90 day elimination-period options.  

• **Critical Care**: Offered through Colonial Life.  

• **Legal & Identity Theft Coverage**: Offered through U.S. Legal.  

• **457 (Deferred Compensation), 403(b) (Tax Sheltered Annuities)** and **Roth 403(b)** voluntary retirement plans. Several investment companies are available.  

For more information on benefits options, visit the Human Resources website at [www.hr.fsu.edu](http://www.hr.fsu.edu) and select “Benefits for Faculty and Staff” from the “Working at FSU” drop-down menu, call (850) 644-4015, or email benefits@fsu.edu.