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:
  
  o **Standard PPO or HMO** (lower out-of-pocket costs for services)
    - Individual ($4.17 bi-weekly)
    - Family ($15.00 bi-weekly)
  
  o **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):
  
  o **Florida Retirement System (FRS) Pension Plan**: “Defined Benefit” Plan, 8-year vesting. Mandatory employee contribution of 3% of gross salary.
  
  o **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).
  
  o **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, Brighthouse Financial, 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**

- **Healthcare Bluebook, Surgery Plus, Health Reimbursement Account**: 3 ways to save through planned medical needs and to earn monetary rewards for using services.

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.