



Human Resources
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Tenure-Track/Tenured 9-Month Faculty 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 (higher premium/lower out-of-pocket costs for services)
 - Individual (\$25.00 bi-weekly)
 - Family (\$90.00 bi-weekly)
- High Deductible Health Plan PPO or HMO* (lower premium/higher out-of-pocket costs for services)
 - Individual (\$7.50 bi-weekly)
 - Family (\$32.15 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.
- **Continuous Insurance Coverage During Summer Months:** Coverage for any elected insurance policies continues during the summer months for all 9-Month Faculty. To pay for the coverage, employee premiums are automatically doubled on seven paychecks in the spring academic term.
- **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, 6.3% of gross salary is contributed to the participant’s Investment Plan account (3.3% by the University, 3% 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, Brighthouse Financial (formerly MetLife), TIAA, VALIC, and Voya].
- **Leave Accrual:**
 - Sick: Accrue 4.000 hours bi-weekly

- **Twelve-Month Payment Option Plan:** 9-Month Faculty employees may elect to have their paychecks distributed evenly over a 12-Month calendar. This ensures that salary payments continue during the summer months.

Additional benefits are offered through the *State*, which would be paid for by 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.
- **Shared Savings Program:** Healthcare Bluebook and Surgery Plus portals provide cost sharing reward opportunities to participants. Rewards accrue in a Health Reimbursement Account (HRA).
- **Vision:** Includes an eye exam and materials (lenses/frames or contact lenses).
- **Accident and Disability**
- **Cancer and Hospital Intensive Care**
- **Hospitalization**

Additional benefits are offered through the *University*, which would be paid for by 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 and select “Benefits for Faculty and Staff” from the “Working at FSU” drop-down menu, call (850) 644-4015, or email benefits@fsu.edu.