

2021 Employee Benefits Overview – OPS (.75-1.0 FTE)

Benefit	Provider/Coverage	Effective Date	Who Pays Premiums	Enrollment (within 60 days of hire)
Health Insurance	PPO (FloridaBlue) or HMO (depends on county)	1 st of Month following enrollment	Employee	PeopleFirst (State plan)
Life Insurance	Securian Financial	1 st of Month following enrollment	Employee	PeopleFirst (State plan)
Dental Insurance	Ameritas, Cigna, Humana, MetLife, & Sun Life Financial	1 st of month following enrollment	Employee	PeopleFirst (State plans)
Vision	Humana	1 st of month following enrollment	Employee	PeopleFirst (State plan)
Supplemental Plans - Accident, Cancer, Disability, Hospitalization & Hospital Intensive Care Plans	Aflac, Cigna, Colonial Life, New Era	1 st of month following enrollment	Employee	PeopleFirst (State plans)
Savings & Spending Accounts	Chard Snyder - Flexible Spending Accounts, Health Savings Account & Health Reimbursement Account	1 st of month following enrollment	Employee	PeopleFirst (State plans)

NOTE: If you have a qualifying status change (QSC) such as birth of a child, marriage, divorce, etc., please contact HR@comfs.ufl.edu for assistance.

2021 Retirement Options – OPS (.75-1.0 FTE)

Program	Effective Date	UF Contribution	Employee Contribution
FICA Alternative Plan Fidelity Investments	Date of Hire	None	7.50%
403(b) Plans & 457 Deferred Compensation Plan	Upon enrollment (begin/end anytime during the year)	None	Voluntary employee contribution

Optional Employee Contributions – max for 2021:

- Under 50 years old – up to \$19,500 (Pre- or Post-Tax)
- 50+ years old – up to \$26,000 (Pre- or Post-Tax)