

### 2021 Employee Benefits Overview – Regional Programs

Benefit	Provider/Coverage	Effective Date	Who Pays Premiums	Enrollment (within 60 days of hire)
Health Insurance	PPO (FloridaBlue) or HMO (depends on county)	1 <sup>st</sup> of Month following enrollment	Employee	PeopleFirst (State plans)
Life Insurance	Securian Financial \$25,000 (0.75 – 1.0 FTE)	Date of Hire	UF COM	Automatically enrolled
Life Insurance	The Standard	Date of Hire	Employee	UFSelect
Dental Insurance	Eagles Dental <i>or</i>	Date of Hire	Employee	UFSelect <i>or</i>
	Ameritas, Cigna, Humana, MetLife, & Sun Life Financial	1 <sup>st</sup> of month following enrollment		PeopleFirst (State plans)
Vision	Humana <i>or</i>	Date of Hire	Employee	UFSelect <i>or</i>
	Humana	1 <sup>st</sup> of month following enrollment		PeopleFirst (State plans)
Legal Plan	UF Select	Date of Hire	Employee	UFSelect
Disability Insurance	The Standard	Date of Hire	Employee	UFSelect
Supplemental Plans - Accident, Cancer, Disability, Hospitalization & Hospital Intensive Care Plans	Aflac, Cigna, Colonial Life, New Era	1 <sup>st</sup> of month following enrollment	Employee	PeopleFirst (State plans)
Savings & Spending Accounts	Chard Snyder - Flexible Spending Accounts, Health Savings Account & Health Reimbursement Account	1 <sup>st</sup> of month following enrollment	Employee	PeopleFirst (State plans)

NOTES: (1) Positions working fewer than 0.75 FTE: Employees in these positions are eligible to participate in all plans offered but pay a prorated share of the health and life insurance employer premium based on the FTE, plus their employee share.  
 (2) If you have a qualifying status change (QSC) such as a birth of a child, marriage, divorce, etc., please contact [HR@comfs.ufl.edu](mailto:HR@comfs.ufl.edu) for assistance.

### 2021 Retirement Options – Regional Programs

Program	Effective Date	UF Contribution	Employee Contribution
FRS Investment (Default Plan) ----- <i>or</i> ----- FRS Pension Plan ----- <i>or</i> ----- SUS ORP 403(b) <i>must elect one of the three plans</i>	Date of Hire	3.3%	3%
	Date of Hire	7.26%	3%
	Date of Hire	5.14%	3%
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)