## Employee Benefits Overview – Residents & Housestaff

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
<th>Effective Date</th>
<th>Who Pays Premiums</th>
<th>Enrollment (within 60 days of hire)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Insurance – GatorCare</td>
<td>Premium or Prime Plus (employee + dependents)</td>
<td>Date of hire</td>
<td>UF COM</td>
<td>UF Select</td>
</tr>
<tr>
<td>Life Insurance – The Standard</td>
<td>$50,000 (0.75 – 1.0 FTE)</td>
<td>Date of hire</td>
<td>UF COM</td>
<td>Automatically enrolled</td>
</tr>
<tr>
<td>Disability Insurance – The Standard</td>
<td>60 % of monthly salary to a max of $15,000 (0.75 – 1.0 FTE)</td>
<td>Date of hire</td>
<td>UF COM</td>
<td>Automatically enrolled</td>
</tr>
<tr>
<td>Accidental Death &amp; Dismemberment</td>
<td>$10,000 (0.75 – 1.0 FTE)</td>
<td>Date of hire</td>
<td>UF COM</td>
<td>Automatically enrolled</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>Eagles Dental or State plans (variety)</td>
<td>1st of month following enrollment</td>
<td>Employee</td>
<td>UF Select or People First (State plans)</td>
</tr>
<tr>
<td>Vision</td>
<td>Humana or Humana (covers eye exam and contacts or lenses)</td>
<td>1st of month following enrollment</td>
<td>Employee</td>
<td>UF Select or People First (State plans)</td>
</tr>
<tr>
<td>Legal Plan</td>
<td>UF Select</td>
<td>Date of hire</td>
<td>Employee</td>
<td>UF Select</td>
</tr>
<tr>
<td>Supplemental Plans (optional additional coverages)</td>
<td>Accident plan, cancer plans, disability plans, hospital intensive care plan, &amp; hospitalization plans (variety)</td>
<td>1st of month following enrollment</td>
<td>Employee</td>
<td>People First (State plans)</td>
</tr>
<tr>
<td>Flexible Spending Accounts (FSA)</td>
<td>Voluntary pre-tax contributions to an account to pay for out-of-pocket medical &amp; dependent care expenses (variety)</td>
<td>1st of month following enrollment</td>
<td>Employee</td>
<td>People First (State plans)</td>
</tr>
</tbody>
</table>

**NOTE:** If you have a qualifying status change (QSC) such as birth of a child, marriage, divorce, etc., please contact our office for assistance in changing your benefits.

## Retirement Options – Residents & Housestaff

<table>
<thead>
<tr>
<th>Program</th>
<th>Effective Date</th>
<th>UF Contribution</th>
<th>Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>FICA Alternative Plan 401(a)</td>
<td>Date of Hire</td>
<td>None</td>
<td>7.50%</td>
</tr>
<tr>
<td>457 Deferred Compensation Plan &amp; 403(b) Plans</td>
<td>Upon enrollment (begin/end anytime during the year)</td>
<td>None</td>
<td>Voluntary employee contribution</td>
</tr>
</tbody>
</table>

**Optional Employee Contributions – max for 2020:**
- Under 50 years old – up to $19,500 (Pre- or Post-Tax)
- 50+ years old – up to $25,500 (Pre- or Post-Tax)
Corina Velasquez
Assistant Director of Talent Management
352-265-8017
c.velasquez@ufl.edu

Kalli King
Talent Management Specialist
352-265-7698
kalli.king@ufl.edu

Katie Rogers
Talent Management Specialist
352-265-7806
k.rogers@ufl.edu

Area Health Education Centers
- Anatomy & Cell Biology
- Cancer Center
- Community Health / Family Medicine
- CTSI
- Dermatology
- Emergency Medicine
- Medicine
- Ophthalmology
- Otolaryngology
- Pathology
- Pharmacology / Therapeutics
- Physiology Functional Genom.
- Psychiatry
- Radiation Oncology
- Radiology
- School of PA Studies
- Urology

Aging & Geriatric Research
- Anesthesiology
- Biochemistry & Molecular Biology
- CTRND
- Dean’s Office
- Genetics Institute
- Health Outcomes & BMI
- Molecular Genetics & Microbiology
- Neurological Surgery
- Neurology
- Neuroscience
- Obstetrics & Gynecology
- Orthopedics
- Pediatrics / CHC
- Surgery
- Regional Physicians Network