

Florida Gulf Coast University
Full-Time Support Staff
2021 Employee Benefit Summary



Florida Gulf Coast University (FGCU) offers a comprehensive benefits package for its valued employees. These benefits are offered through a variety of sources. The State of Florida provides group insurance offerings such as health insurance, dental, vision, life and supplemental plans. The Florida Retirement System provides retirement programs. FGCU provides additional benefits which include tuition benefits and paid time off. The summary below is grouped based on the entity which administers the program.

Green – State of Florida, enrollment through the online service with People First.

Blue – Florida Retirement System, enrollment forms must be submitted to Human Resources. Accounts may need to be established with specific carriers.

White – Florida Gulf Coast University. enrollment or participation is administered through the Human Resources department

Benefit	Coverage	Effective Date	Who Pays/Premiums
Health Insurance State Employees	<p>Available Health Insurance Plans</p> <ol style="list-style-type: none"> 1. Standard PPO with Florida Blue 2. Standard HMO with Aetna 3. High Deductible PPO with Florida Blue 4. High Deductible HMO with Aetna <p>All plans include prescription drug coverage with CVS/Caremark and includes mail order</p> <p>High Deductible plans also offer an HSA (Health Savings Account) with an employer contribution.</p>	<p>New hires: First of month following date of hire.</p> <p>Premiums are deducted one month in advance. First month may require additional payment.</p>	<p>Standard PPO and HMO Bi-weekly Employee Premiums Single coverage - \$25 Family coverage - \$90</p> <p>High Deductible PPO and HMO Bi-weekly Employee Premiums Single coverage - \$7.50 Family coverage - \$32.15</p> <p>Employees may contribute to the HSA: Maximum of \$3,600 for Single or \$7,200 for Family. FGCU will \$500 for Single or \$1,000 for Family</p>
Basic Life Insurance (state provided benefit)	\$25,000 group term life insurance	Upon date of hire	FGCU pays 100% premiums
Optional Life Insurance	Additional term life insurance available Coverage options include one to seven times annual salary Maximum benefit of \$1 million	Based on enrollment date and/or approval by carrier	Employee pays 100% premiums based on coverage amount and employee's age
Optional Dependent Spouse Term Life Insurance	Spouses may be enrolled in either a \$15,000 benefit or a \$20,000 benefit	Must enroll within 60 days of hire date Effective date of enrollment	Employee pays 100% \$15,000 - \$5.18/month \$20,000 - \$6.90/month

Benefit	Coverage	Effective Date	Who Pays/Premiums
Optional Dependent Child Term Life Insurance	Dependent child coverage provides \$10,000 benefit for all dependent children	Must enroll within 60 days of hire date Effective date of enrollment	Employee pays 100% Child Option: \$.85/month
Dental Insurance	11 different options to choose from. 3 prepaid plans, 7 preferred network plans, 1 indemnity plan. The carriers include: Sun Life, CIGNA, Humana, Ameritas and MetLife	First of month following one full month of employment	Employee pays 100% Premiums vary by plan and coverage level
Vision Insurance	Preferred network through Humana. Coverage includes eye exam, lenses, frames, discount for LASIK surgery	First of month following one full month of employment	Employee pays 100% Biweekly Premiums Single - \$3.48 Employee & Spouse - \$6.87 Employee & Child(ren) - \$6.80 Family - \$10.68
Supplemental Plans	Accident plan, cancer plans, disability plans, hospital intensive care plan, hospitalization plans – variety of options available through People First	Upon enrollment See enrollment rules	Employee pays 100% Premiums based on options selected
Health Care Flexible Spending Account (FSA)	Voluntary pre-tax contributions to an account to pay for out-of-pocket medical, dental & vision expenses. 2021 maximum contribution is \$2,750.	Upon enrollment See enrollment rules	Employee contributions
Limited Purpose Flexible Spending Account (FSA)	Voluntary pre-tax contributions to an account to pay for out-of-pocket expenses related to dental, vision or other expenses not covered by a HDHP medical plan. 2021 maximum contribution is \$2,750	Upon enrollment See enrollment rules	Employee contributions
Dependent Care Flexible Spending Account (FSA)	Voluntary pre-tax contributions to an account to pay for eligible dependent care expenses. 2021 maximum contribution is \$5,000.	Upon enrollment See enrollment rules	Employee contributions
Retirement Plans (Employee must select one)	FRS – Florida Retirement System Pension Plan - defined benefit plan. Guaranteed monthly retirement benefit based on salary and years of service. 8 year vesting. a. Investment Plan – defined contribution plan. Monthly benefit based on account balance at retirement. 1 year vesting. <i>*Employees who have withdrawn funds from the Investment Plan and are rehired, must re-enroll in the Investment Plan. Employees who have withdrawn funds from the ORP may enroll in the ORP if in an eligible position. You may contact FRS for details regarding your situation.</i>	Upon date of hire Election of Investment Plan must be within 8 months after date of hire	Employee contributes 3% of salary FGCU contribution based on state legislation and plan choice
Florida Deferred Compensation Plan	Pre-tax contributions to a 457 tax deferred program offered through Florida Deferred Compensation. Employees may elect to contribute up to \$19,500 per year with an additional \$6,500 catch up for employees over age 50.	Based on date of enrollment	Voluntary Employee contributions

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403B – Voluntary Tax Sheltered Annuity	Pre-tax contributions to a tax-shelter annuity program. Employee may elect to defer up to \$19,500 per year with an additional \$6,500 catch up for employees over age 50. Providers include: AIG, Voya, TIAA	Based on date of enrollment	Voluntary Employee contributions
FGCU Life Insurance (FGCU provided benefit)	1.5 times basic annual earnings	Upon date of hire	FGCU pays 100% premiums
Voluntary Long-Term Disability	Optional plan available through The Gabor Agency. 30 or 90 day elimination period available. 60% salary replacement.	Upon enrollment. See enrollment rules	Employee pays 100% Premiums based on elimination period and salary
Tuition Fee Voucher	Up to six hours of credit coursework at FGCU per semester. Employees may assign the benefit to a spouse and/or dependent enrolled in an undergraduate program at FGCU.	Based on date of enrollment	FGCU pays 100%
Annual Leave (available for 10 month or longer contracts)	Bi-weekly accrual of 4 hours (annual accrual of 13 days). Maximum accrual of 240 hours (30 days). Leave is available to use as soon as it is accrued.	Accrual begins immediately upon hire	FGCU pays for time off
Personal Holiday	Each fulltime Support Personnel employee accrues 1 personal day each July 1.	Accrual begins immediately upon hire	FGCU pays for time off
Sick Leave	Bi-weekly accrual of 4 hours with no limit. Sick leave may be used for employee's personal illness or injury or to care for a family member with an illness or injury.	Accrual begins immediately upon hire	FGCU pays for time off
Family Medical Leave	Federal law that requires the University to provide up to 12 weeks of job-protected leave during a 12-month period for the employee's own serious illness, birth of a child, care of a spouse, child or parent with a serious illness. See policy 3.039	After 1 year of employment with 1250 hours worked	
Sick Leave Pool	The SLP allows employees to voluntarily pool a portion of their unused sick leave and upon depletion of their own sick and annual leave to draw leave credits from the Pool of up to 480 hours to recover from a serious illness or injury.	Available after 1 year of service and a balance of 64 sick leave hours.	
Personal Leave Donation	Employees may donate accrued leave to another employee who is experiencing, or has an eligible family member experiencing a serious health condition.	Recipient/Donor eligible upon hire	
Holiday	The University observes 13 holidays during the year. Employees remain in full pay status.	Upon date of hire	FGCU pays for time off

Enrollment Information: New Employees must enroll in State and University benefits within 60 days of their date of hire. Employees may also elect changes within 60 days of a qualifying event or during annual open enrollment. If the new employee has worked for another state agency, he/she may not be able to enroll in the state-sponsored benefits until Open Enrollment in the fall for the following calendar year. All new employees must enroll in the Retirement program regardless of previous employment with another state agency. Employees who have withdrawn funds from the state of Florida's Retirement System Investment Plan must re-enroll in that plan. Employees who have withdrawn funds from the ORP and are eligible for the ORP, may re-enroll in the ORP. Contact FRS for details. Detailed benefit information can be found at <http://www.fgcu.edu/benefits/home.html>. Benefits offered through the State of Florida may be found at <http://peoplefirst.myflorida.com/logon.htm>. Enrollment for state benefits is managed on this website. Attendance at the semi-monthly benefits orientation is required.