New College of Florida

2014-2015 BENEFITS SUMMARY
7/1/14-6/30/15

University Support Personnel System

Holiday and Leave Information

- Holidays paid per year – 9 days
- Winter break per year – up to 5 days, if sanctioned by the Board of Trustees
- Vacation – 4 hours accrued for years 0-5, 5 hours accrued for years 5-10 and 6 hours accrued for years 10 +
- Sick leave – 4 hours accrued per pay, 13 days per year (accrual max. unlimited)
- Personal Day – 1 day, (partial day may not be taken). Personal day cannot be taken until the employee has fulfilled his/her respective probationary period.
(Holiday and leave information for part-time, less than 1FTE, will be prorated)
- Please refer to the Employee Handbook for additional information regarding Leave, (pages 46-61)

Group Health Coverage (Earliest effective date is first day of next month following date of hire)

- State Self-Insured Blue Cross Blue Shield PPO, AvMed HMO and United HMO (College pays for most of the premium)

  1. Employee Premiums are the same for all three plans, as follows:
     Individual $25.00 bi-weekly ($50.00 month)
     Family $90.00 bi-weekly ($180.00 month)
     Spouse Plan $ 7.50 bi-weekly ($15.00 month) each, if both work for a state agency

- High Investor Health Plans for State Self-Insured Blue Cross Blue Shield PPO, AvMed HMO and United HMO (College pays for most of the premium)

  1. Employee Premiums are the same for all three plans, as follows:
     Individual $7.50 bi-weekly ($15.00 month)
     Family $32.15 bi-weekly ($64.30 month)
     Spouse Plan $ 7.50 bi-weekly ($15.00 month) each, if both work for a state agency

  2. High Investor Health Plans have a state contribution which go into a Health Savings Account, (HSA) as follows:
     Individual $20.83 bi-weekly ($41.66)
     Family $41.66 bi-weekly ($83.32)
     Voluntary contributions may be made by employee.

* If you are not a full time employee then, you will pay for the employer premium based on the FTE.
Domestic Partner Health Insurance Stipend

- New College offers a “Domestic Partner Health Insurance Stipend” for employees who meet eligibility requirements for a domestic partner who is not enrolled for group health insurance through his or her employer or is unemployed. If eligible, the stipend is paid on a bi-weekly payroll basis. (Please call benefits at 941-487-4663 for more information).

Group Term Life Insurance and Accidental Death & Dismemberment (College pays 100% of premium)

- Benefit is $25,000 – coverage is automatic, effective immediately upon first day of work

* If you are not a full time employee then, you will pay for the employer premium based on the FTE.

Variety of Supplemental Insurances, which include, Optional Life, Dental, Vision, Group Long Term Disability, Reimbursement Accounts, Cancer, Intensive Care, Accident/Disability and Hospital Income Replacement. Employee is responsible for associated premiums. Other Insurance programs available also.

Retirement Programs

- Florida Retirement System Pension Plan (FRSP) – Employee contributes a mandatory 3% of gross salary, along with the Employer contribution of 7.37% of gross salary per pay period. Eight year vesting requirement.

- Florida Retirement System Investment Plan (FRSI) – Employee contributes a mandatory 3% of gross salary, along with the Employer contribution of 7.37% of gross salary per pay period. One year vesting requirement.

Tax Sheltered Annuity and Deferred Compensation programs are also available.

Benefit Information – visit

- www.myflorida.com/mybenefits and click on Health, then 2014 plan year. This will give you access to most of the benefit choices, comparisons of plans, premiums, access to provider directories and much more.