



Benefits of Employment

All benefits below are available to **full-time employees**. Insurance premiums, dependent health insurance, supplemental term life, and various other benefits may be pretax dollars and are collected through payroll deduction. For further information, more details on benefits coverage can be found at benefits.cf.edu.

Florida Retirement System Pension Plan (FRS)

97% of costs are paid by the college (8-year vesting is required). Regular Class Members provide **3%** of their salary designated to the FRS. This is a defined Benefit Plan.

OR:

Florida Retirement System Investment Plan (FRS)

97% of costs are paid by the college (one-year vesting required). Regular Class Members provide 3% of their salary. You choose the investments and watch them grow; you are responsible for the investment portfolio. This plan is portable, as you may take it with you if you have the one-year vesting. This is a defined-contribution plan.

Division of State Group Insurance, People First

The State of Florida offers a comprehensive insurance benefits package through the State Group Insurance Program as part of your total compensation package. Offers a Spouse Program for eligible employees who each work for a state, university, or college entity.

Visit mybenefits.myflorida.com for more information.

\$25,000 Life Insurance Policy Paid by CF

Offered through Securian Financial. The employee names the beneficiaries.

Voluntary Optional Term Life

Employees may purchase additional Optional Life coverage through Secruian Financial. May purchase in increments of 1x, 2x, 3x, 4x, or 5x up to (\$500,00 max); up to 7x if you qualify (\$1 million max).

Terminal Pay Benefits – Eligible after 10 years of service at CF

Payable to employees who retire or voluntarily terminate employment, giving advance notice of intent to resign or retire. Employees hired before 7/1/98 were compensated @ an amount equal to 1/2 the number of sick leave days accrued. After 7/1/98, compensated @ 1/2 the number of sick days up to 60 days.

Vacation Accrual

Accrual of vacation time changes over the years of service. 1 – 5 years 7.5 hours per month, 5- 10 years 9.5 hours per month, and over 10 - 11.5 hours per month.

Sick Leave Accrual

Each eligible full-time employee shall earn one day of sick leave for each calendar month of active service, or a major portion thereof, not to exceed 12 days each fiscal year.

Personal Leave

Employees may use **up to 4 days per year** for personal leave (deducted from accrued sick leave).

Paid Holidays and Breaks

Faculty and staff - receive 8 to 13 days; New Year's Day, Martin Luther King Day, a week for Spring Break, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, and the Friday after, and 7 to 9 days for Winter Break. Your pay is spread over these days.

Tuition Assistance

Tuition Fee Waiver: Up to six hours per term for self and/or dependent(s) at CF.

Tuition Reimbursement may receive reimbursement for up to three terms per fiscal year, as long as funds are available.

Details are available on the Employee Benefits Website at benefits.cf.edu

SICK LEAVE POOL

Open to full-time employees (during open enrollment only) who meet the following criteria:

Must have completed one full year of service

Must have accrued sick days attainable within the contract period.

12 sick days (Administrators)

12 sick days (Professional and Career Service)

10 sick days (10-month employees)

8 sick days (Faculty)

Employees are eligible to use sick leave pool time when all their own personal leave has been exhausted and upon receipt of a licensed physician's statement that the employee is unable to work, and estimating the duration of the inability to work.

Open Enrollment: Held in April and October

VOLUNTARY DEDUCTION OPTIONS (PAYMENT AUTOMATICALLY DEDUCTED FROM PAYCHECK)

Section 125 “Cafeteria Plan” – A cafeteria plan, per section 125 of the Internal Revenue Code, is a program that employers can use to offer a variety of benefits (like options on a cafeteria menu) to employees, who may use pretax payroll dollars to pay for the benefits they select. By using benefits offered under a cafeteria plan, employees have more take-home pay, and employers save on FICA payroll taxes.

Cafeteria plans have specific enrollment requirements under the Internal Revenue Code that employees must follow in exchange for pretax savings:

State Saving and Spending Accounts—Contribute pre-tax money into one of the health savings accounts for predictable out-of-pocket costs.

- Flexible Spending Account (FSA): Healthcare, Limited Purpose, and Dependent Care
- Health Savings Account (HSA): Partnered with Health HDHP Only

State Shared Savings Program—Make an informed decision to reduce health care costs, and you receive rewards credited to your HRA. These funds pay for eligible medical, dental, and vision expenses.

- Healthcare Bluebook: Shop for non-emergency services.
- Surgery Plus: Bundled through a concierge service.

State Supplemental Insurance—The State does not contribute to supplemental insurance, so you would pay the entire premium. As a convenience, the state deducts all premiums on a pre-tax basis. Accident, Cancer, Disability, Hospitalization, and Hospital Intensive Care.

State Dental Insurance-- Take control of your total health. Review the dental plan options carefully. Some have limited networks and pay only for services performed by network dental care providers. Some provide in- and out-of-network benefits. Be sure the plan you select has plenty of dentists in your area who are accepting new patients.

State Vision Insurance Humana provides coverage for eye exams and materials, recognizing that caring for your eyes is a crucial aspect of your overall health and wellness. The State offers competitive vision coverage at affordable rates through Humana Vision.

State Short-Term Disability Insurance

New hires may enroll within the first 60 days of employment on a Guaranteed Issue Basis. No Health Questions are required by new hires. However, should you want to enroll at a later date, you would be required to complete a Health Questionnaire and qualify for coverage. There are several options for employees to choose from. The Short-Term Disability will be paid in addition to Sick and vacation time.

CF Voluntary Benefits – These benefits are separate from the State Group Insurance benefits. Short-Term & Long-Term Disability, and Hospital Supplement Health (GAP) Insurance. These benefits are offered by Cornerstone Benefits. Contact Tom Watson at 352-369-9453 or visit benefits.cf.edu for my information regarding these benefits.

United Way and Foundation Donations may also be deducted from your Paycheck.

Additional Benefits - Full-Time

Direct payroll deposit – Electronic deposits are available for you to the bank of your choice.

Deduction of - Social Security and Medicare from the paycheck.

Daycare facilities – On-campus. The facility offers discounts to our employees.

Passes/discounts to college activities and athletic facilities

Passes/discounts – to college activities, area restaurants, tourist attractions, and other participating businesses.

Worker's Compensation

Employee Assistance Program – available only to full-time employees

Tax-Sheltered Annuities

US OMNI & TSACG Compliance Services

<https://www.tsacg.com/individual/plan-sponsor/florida/college-of-central-florida/>

VOYA Financial

Horace Mann Insurance Company

Invesco Oppenheimer-Funds

Corebridge Financial/Variable Annuities Life Insurance Company (VALIC)

TIAA-CREF