



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, check the Benefits Manual online on the CF intranet.

Florida Retirement System Pension Plan (FRS)

97% of costs paid by college (8-year vesting 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

97% of costs paid by college (1-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 vested. This is a defined contribution plan.

Medical/Hospitalization Insurance

Premiums **paid by the college for the covered employee**. Self-insured plan administered by Blue Cross/Blue Shield. There are two Blue Options Plans: a PPO Health Plan – Physician Copayment Plan 3769 and a High Deductible Health Plan 5190 with a Health Savings Account.

\$20,000 Life Insurance Policy CF Paid

Offered through UNUM Life Insurance. Employee names the beneficiaries.

Voluntary Supplemental Term Life

Employees may purchase additional Term Life coverage through payroll deduction. May purchase in increments of 1x, 2x or 3x salary at \$.28 per thousand per month.

Terminal Pay Benefits – Eligible after 10 year's service at CF

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

Vacation Accrual

Accrual of vacation time changes over years of service. 1 – 5 years 1 day per month, 6- 10 years 9.5 hours per month and over 10 - 11.5 hours per month.

Sick Leave Accrual

Hours per month or major fraction thereof vary by type of position and number of days worked.

Personal Leave

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

Paid Holidays and Breaks

Faculty, 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 available on the Employee Benefits Website

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 and Career Service)

10 sick days (10-month employees)

08 sick days (Faculty)

Employee 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 Annually: Held in October

VOLUNTARY DEDUCTION OPTIONS (PAYMENT AUTOMATICALLY DEDUCTED FROM PAY CHECK)

Section 125 “Cafeteria Plan” – CF allows employees to participate in a Section 125 Plan, a program designed to enhance the institution’s current benefit package. Through this basic 125 plans, employees can purchase benefits with pre-tax dollars. Under this plan payroll subtracts those pre-taxed dollars from an employee’s gross earnings before paying taxes. **OPTIONS UNDER THE CAFETERIA PLAN INCLUDE:**

Medical Reimbursement Plan—Allows employees to set aside money on a Tax-Free basis to pay out of pocket Medical Expenses such as deductibles, Co-pays, dental expenses, eye care, orthodontist and prescriptions. This will allow employees to save roughly 23% on medical expenses. Contact Eagle Benefits at 1-800-726-5603

Dependent Care Reimbursement—Allows employees to pay for dependent care/child care expenses with Tax Free dollars. Children must be under 13 years of age to qualify. Expenses for adult family member’s (spouse, child or parents) that live with the employee may qualify depending on health conditions. Contact Eagle Benefits at 1-800-726-5603

Dental insurance-- Ameritas Dental Low Plan (Prepaid Plan negotiated with specified participating dentists) or Ameritas Dental High Plan (You choose dentist). You may sign up During the first 30 days of employment or during open enrollment in October each year. If this deduction is taken pre-tax you must stay in the plan for the entire Cafeteria Plan Year and opt out during open enrollment period. Coverage is available for employee and or family members.

Vision insurance – Ameritas Vision Plan – 2 Plan Options Available (VSP or EyeMed). You may sign up during the first 30 days of employment or during open enrollment in October each year. If this deduction is taken pre-tax you must stay in the plan for the entire Cafeteria Plan Year and opt out during open enrollment period. Coverage is available for employee and or family members.

Short Term/Long Term Disability Insurance

New hires may enroll within the first 30 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 pay in addition to Sick and vacation time

however, the Long-Term Disability would only pay after the employee's sick and vacation time has expired. The Disability Coverage is not part of the Cafeteria Plan so premiums are deducted on a Post Tax Basis making the benefits tax free.

Cancer Coverage—This coverage pays benefits for the treatment of Cancer. There are 29 benefits in the coverage some of which include Hospital Confinement, Radiation/Chemo, Surgery, Hospice Care, and Transportation Benefits. There is also a Wellness Benefit that pays \$100.00 per year when a covered person has a Wellness Tests which includes Mammogram, Pap Smear, PSA, Colonoscopy, Cholesterol or Triglyceride and 13 other specific tests.

Hospital Supplement (GAP) Coverage—This plan supplements your Primary Health coverage and pays benefits directly to you. Benefits include an Admission Benefit to the Hospital, Hospital Confinement daily Benefit, Intensive care, Surgery/Anesthesia and Ambulance. There is also a benefit that will pay the insured for 5 office visits to any type of doctor during the year.

For Questions regarding the Dental, Vision, Cancer, Disability and Medical Supplement (GAP) Coverage, please contact Tom Watson with Cornerstone Benefit Services at (352)369-9453.

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

Additional Benefits - Full-Time

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

Deduction of - Social Security and Medicare from paycheck.

Day care facilities – On-campus. The facility offers discount 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

Annual Wellness Check – available only to full-time employees

Tax-Sheltered Annuities

VOYA
Horace Mann
Oppenheimer
AIG/Variable Annuities Life Insurance Company (VALIC)
TIAA-CREF

Insurance Programs

American Family Life Assurance Company (AFLAC): Cancer and disability. Offered only on a post-tax basis.

Cornerstone Benefit Services: Universal life, term life, and coverages offered in 125 (cafeteria) plan.

The Gabor Agency: FOR FIRST 30 DAYS FROM HIRE: guaranteed issue life, term life, universal life, and short-term disability.

Standard: Supplemental & Dependent Supplemental Life Insurance. Eligibility will be determined by the insurance company.