

Florida Institute of Technology
Benefits Available for Benefit-Eligible Employees

<u>BENEFITS</u>	<u>WHO PAYS</u>	<u>WHEN ELIGIBLE</u>	<u>YOU RECEIVE</u>
1) Holidays	Florida Tech	Upon employment	Your regular salary for 18 regular holidays including Personal Holiday
2) Personal Holiday	Florida Tech	Upon employment providing employment date is prior to November 1st.	Your regular salary for one personal holiday to be taken at a time convenient to the employee and the university.
3) Vacation Accrual	Florida Tech	1 month	Your regular salary for the number of hours you have accrued. * Salaried employees accrue 15 days per year up to the end of their 3rd year and 20 days from their 4th year on. * Hourly employees accrue 10 days per year up to the end of their 3rd year and 15 days from the start of their 4th year through 14 year. Start of 15th year, accrual is 20 days per year. * 12 Month Faculty & Research Professionals accrue 15 days through their 3rd year and 20 days at the start of the 4th year.
4) Sick Accrual	Florida Tech	3 months	3.077 hours accrued bi-weekly for each full bi-weekly pay period, cumulative up to 480 hours.
5) Bereavement Leave	Florida Tech	Upon employment	Up to 3 days off with full pay to deal with loss of immediate family member, as defined by policy.
6) Jury Duty	Florida Tech	Upon employment	Your regular salary for scheduled work days and you may keep jury duty pay.
7) Tuition Remission	Florida Tech & you	Upon employment	Employees receive 100% tuition remission while spouse and/or dependent children receive 90% tuition remission. Must be degree-seeking program at Florida Tech.
8) Employee Assistance Program	Florida Tech	Upon employment	Free confidential counseling to help resolve personal problems for employees and members of their household.
9) Group Health Insurance	Florida Tech & you	Upon employment	Choice of medical PPO 90, PPO 80, PPO 70, and Risk/Reward. Dependent coverage available for an additional cost.
10) Prescription Plan	Florida Tech & you	Upon enrollment into health insurance plan	30 day supply filled at provider pharmacies with co-payment of \$10/\$25/\$50. 90 day mail service available. Co-pay is \$20/\$50/\$100.

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11) Dental Insurance	You	1st of month following 30 days of employment	A choice of 2 comprehensive coverages to include preventative, general, orthodontic, and major services.
12) Vision Insurance	You	1st day of month following 30 days of employment	Covers all routine eye care, including eye exams, eyeglasses, or contacts.
13) AFLAC	You	1st day of month following 30 days of employment	Pre-taxed, portable, individual policies that you can choose from: Personal Cancer, Personal Sickness, & Personal Accident.
14) Flexible Benefits	Florida Tech & you	1st day of month following 30 days of employment	<ol style="list-style-type: none"> 1. Pre-tax deduction of cost for health, dental, vision, and AFLAC coverages. 2. Pre-tax salary reduction provision for health and dependent care spending accounts.
15) Short Term Disability	Florida Tech	1st day of month following 30 days of employment	Weekly benefit equal to 66 2/3% of your assigned salary, capped at \$2,000/week. Maximum benefit period is 13 weeks, then if necessary, goes to Long Term Disability.
16) Long Term Disability	Florida Tech & you	1st day of month following 30 days of employment	Monthly benefit equal to 60% of your assigned salary, capped at \$14,000/month. Buy-up to 66 2/3% option available for a small fee through payroll deduction.
17) Life Insurance	Florida Tech	1st of month following 30 days of employment	Group life insurance, 1 times assigned annual salary, up to \$150k.
18) Additional Term Life Insurance	You	1st of month following 30 days of employment	Opportunity to purchase additional group life insurance for yourself, your spouse, and your children.
19) Long Term Care Insurance	You	1st of month following 30 days of employment	Opportunity to purchase long term care insurance for yourself, your spouse, or other family member.
20) Merit Increases	Florida Tech	Annually, usually in October	If granted by the university, pay increase for qualified employees based upon your work performance.
21) 403b Retirement Plan	Florida Tech & you	Pay period following 30 days of employment*	There are 4 plan sponsors available. Your pre-tax contribution will be matched, dollar for dollar, up to 5% of your gross pay each pay period after 1 year of service. *Waiting period is waived or offset with prior service at an institute of higher education.

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22) Parking	You	Upon employment	Parking available for employees. Parking fees defined by the Security Department.
23) Worker's Compensation	Florida Tech	Upon employment	Protection against loss of income for time lost from on-the-job injuries & 100% payment of related medical expenses.
24) Unemployment Compensation	Florida Tech	Following 6 months employment	Financial assistance for loss of wages, if you qualify, due to being unemployed.
25) Social Security	Florida Tech & you	Upon employment	Income at retirement. Financial assistance in case of total disability.
26) Recreational & Social Activities	Florida Tech	Upon employment	Annual Awards Program
27) Personal Protection	Florida Tech	Upon employment	University safety officers are on duty 24 hours a day, 7 days a week.
28) Eateries	You	Upon employment	4 places on campus to eat: Evans Dining, SUB Café, Rathskeller Eatery, and Center Court.