

Employee Benefits Overview – Clinical Faculty

BENEFIT	VALUE	UF COM-JAX CONTRIBUTES	EMPLOYEE CONTRIBUTES
UF FRINGE BENEFITS POOL RATE			
The pooled rates include the following employer costs of taxes and benefits: FICA OASDI (Social Security); FICA Medical; Health Insurance (including graduate assistant and postdoctoral associates health insurance); Retirement; Life Insurance; Clinical Disability Insurance; Worker’s Compensation; Unemployment Compensation; Eligible Leave Cash Outs; Paid Parental Leave payments.			
COM Clinical Faculty (<i>FY2025: 19.2% of total salary</i>)		100%	0%
INSURANCE			
Health - GatorCare (<i>appointed at .50 FTE or higher</i>)		100%	0%
Employer Paid Annual Premium Costs	Premium Plan		
Employee Only	\$8,964.00		
Employee + Spouse	\$17,244.00		
Employee + Child(ren)	\$14,496.00		
Family	\$22,416.00		
Appointed at .75 FTE or higher			
Life	\$500,000.00	100%	0%
Accidental Death & Dismemberment	\$150,000.00	100%	0%
Long Term Disability	Up to \$15,000.00/mo.	100%	0%
State of Florida Term Life	\$25,000.00	100%	0%
Appointed Below .75 FTE (.74 - .50)			
Life	\$100,000.00	100%	0%
AD&D	\$50,000.00	100%	0%
LTD	Not eligible		
RETIREMENT			
Mandatory Contribution		5.14%	3%
Optional Voluntary Contribution		0%	5.14%
Voluntary 403(B) Retirement Annuity Program	Up to \$19,500/\$26,000	0%	100%
Voluntary State 457 Deferred Compensation Plan	Up to \$19,500/\$26,000	0%	100%
UF COM’s contribution is calculated on the first \$275,000.00			
ANNUAL LEAVE			
Vacation – accrues at 6.769 hrs. biweekly	176 hours	22 Days/Year	
Sick – accrues at 4.00 hrs. biweekly	104 hours	13 Days/Year	
Paid holidays	80 hours	10 Days/Year	
December Leave Days*	32 hours	4 Days/Year	
Paid Family Leave (Parental + Medical)	320 hours	8 weeks/24 months	
<i>*December Leave Days must be used by the end of the fiscal year, June 30th</i>			

PROFESSIONAL LIABILITY INSURANCE			
	\$3,500.00 (avg.) annually	100%	0%
LICENSES			
DEA Fee Exempt & Physician License Renewal		100%	0%
NICA (if applicable)		100%	0%
The following benefits are subject to availability of department funds, PEA, and approval of department chair:			
Society Membership Dues			
Travel and Lodging/Registration Fees			
Meeting and Conference: Up to 80 hours			

OPS employees are not eligible for UF COM benefits