

## 2021 Open Enrollment Summary of Changes – Non-Clinical Faculty

Benefit	Coverage	2021 Changes	Who Pays Premiums	Enrollment
<a href="#">Health Insurance – State of Florida</a>	PPO or HMO (0.75 – 1.0 FTE)	<b>No Rate Increase</b> for employee contribution  <b>There is a rate increase for health plans, but UF will pay the increase cost.</b>	Employee	<a href="#">People First</a> (State plans)
<a href="#">Disability Insurance – The Standard</a>	60 % of monthly salary-max of \$15,000 (0.75 – 1.0 FTE)	No change	UF COM	Automatically enrolled
<a href="#">Life Insurance – State of Florida</a>	\$25,000 (0.75 – 1.0 FTE).	No change	UF	Automatically enrolled
<a href="#">Optional Life Insurance – State of Florida</a>	Benefit amounts between 1 and 7 times base annual earnings, up to a maximum of \$1,000,000 are available.	Rate increase  <a href="#">To calculate your monthly premium</a>	Employee	<a href="#">People First</a> (State plans)
Dental Insurance	(UF) <a href="#">Eagles Dental</a> <i>or</i>	No change	Employee	<a href="#">UF Select</a> <i>or</i>
	<a href="#">State Plans (variety)</a>	Rate increase for Ameritas & MetLife dental PPO plans		<a href="#">People First</a> (State plans)
Vision	(UF) <a href="#">Humana</a> <i>or</i>	No change	Employee	<a href="#">UF Select</a> <i>or</i>
	(State) <a href="#">Humana</a>	No change		<a href="#">People First</a> (State plans)
Legal Plan	<a href="#">UF Select</a>	No change	Employee	<a href="#">UF Select</a>
<a href="#">Supplemental Plans</a> (optional additional coverages)	Accident plan, cancer plans, disability plans, hospital intensive care plan, & hospitalization plans (variety)	No change	Employee	<a href="#">People First</a> (State plans)
<a href="#">Flexible Spending Accounts (FSA)</a>	Voluntary pre-tax contributions to an account to pay for out-of-pocket medical & dependent care expenses (variety)	State healthcare FSA has increased the 2020-2021 limit to \$550 (an increase of \$50)	Employee	<a href="#">People First</a> (State plans)

NOTE: If you have a qualifying status change (QSC) such as birth of a child, marriage, divorce, etc., please contact our office for assistance in changing your benefits.

For questions and assistance regarding benefits, please email us at [ufcomjaxbenefits@jax.ufl.edu](mailto:ufcomjaxbenefits@jax.ufl.edu) and provide a brief detail of your inquiry or concern.