



## **Benefits provided to UCF Residents (IV.F)**

**Purpose/intent:** Residents must be provided access to health and disability insurance benefits starting their day of appointment. Residents are also provided access to health insurance benefits for their families (IV.F).

**Summary:** Residents in ACGME accredited programs sponsored by UCF have many of the same benefits as regular UCF employees. However, there are differences in the retirement plans and the leave policy for residents.

**Leave:** refer to the separate UCF GME leave policy for details on vacation and educational leave, sick leave, parental leave, FMLA, and military leave.

**Counseling and Resident Assistance Programs:** Refer to separate policy on GME website. Residents will receive some counseling sessions as part of benefits package and are eligible for UCF Employee Assistance Program and VA Employee Assistance Program.

**Insurance:** The Human Resources Website for UCF provides many details of the types of insurance provided to residents: <http://hr.ucf.edu/prospective-employees/new-employee-benefits/>

**Medical Insurance:** You will be able to choose from medical insurance plans that cover you, your spouse and your dependent children. Both HMO and PPO plans are available and the majority of the premium is paid by your employer. You will be provided a list of options and the premium amounts on an annual basis. Regular coverage will start the first day of the month following the month of your contract starts (usually July 1) and you will be provided information on interim coverage that you can purchase independently prior to July 1 during orientation.

1. Disability insurance: You will be provided a disability policy and the option to purchase additional coverage.
2. Life insurance: A basic life benefit of \$25,000 is available to all residents. You are automatically enrolled.
3. Dental Insurance: You may enroll in a variety of dental plans offered by UCF that cover you, your spouse, and your dependent children. You will be provided a list of options and the premium amounts on an annual basis.
4. Other supplemental policies: Information on other supplemental policies is available through the UCF benefits website. You will have access to these policies like other UCF employees.

**Retirement Plan:** The Omnibus Reconciliation Act of 1990 (OBRA 90) introduced into the law IRS Section 3121(b) (7) (f). As a result, temporary employees of a government entity may deposit money into a private retirement plan instead of Social Security. Under the UCF 401(a) FICA Alternative Plan participants contribute 7.5% of their compensation to an account in their name. Enrollment in the plan is mandatory and automatic for all UCF. Medicare contributions at 1.45% will continue to be withheld and matched by the employer. Once a contribution has been made to the plan, the employee will receive an Enrollment/Designation of Beneficiary form and an introduction letter from the plan administrator. This will include various options for contributions. Please be advised that the FICA Alternative Plan is considered to be a "tax qualified plan" for purposes of determining your ability to make before-tax contributions to an individual retirement account ("IRA").