

USF Health is committed to 'making life better,' for our community but also for you - our employees. USF Health values employee health and wellness and wants to live out our mission to you, to make your life better.

USF Health is now offering a new and exciting benefit to current Health/UMSA employees. USF Health has committed to pay for your WELL Fitness Center annual membership! Consider this benefit as an additional bonus, because Health not only values your personal health and well-being, but also appreciates all that you do to make life better for those around you.

Benefit Breakdown:

This Health-provided optional benefit is considered a taxable fringe benefit by the IRS and thus Health/UMSA employees must OPT-IN to the benefit and agree to the terms and additional tax implications. The benefit OPT-IN process is easy, and can be done at The WELL Fitness Center.

Employees will need to come prepared with their GEMS employee ID number (not U Number), department name, and employee ID card.

Benefit Eligibility Criteria:

USF Health and UMSA employees who are in one of the following units are eligible to OPT-IN to this benefit: Staff, Administrative, Faculty, Residents, and UMSA employees.

Please note that Health OPS or UMSA Per Diem employees are not eligible for this benefit.

Benefit Tax Implications:

In accordance with IRS tax policy, an annual membership to the WELL Fitness Center is a taxable fringe benefit requiring the employee to OPT-IN to the benefit and to agree to pay both the federal income tax and social security tax associated with the annual membership value of \$240.00. Estimated employee contribution based upon tax bracket and social security tax:

- 15% tax bracket - \$36.00 federal income tax plus \$18.36 social security tax, \$54.36 employee contribution
- 20% tax bracket - \$48.00 federal income tax plus \$18.36 social security tax, \$66.36 employee contribution
- 30% tax bracket - \$72.00 federal income tax plus \$18.36 social security tax, \$90.36 employee contribution

The taxable benefit rate paid by the employee is non-refundable and will be deducted automatically as a one-time annual tax from the employee's paycheck within one to two pay periods upon enrollment in this optional benefit. No exception or refund will be made.

If an employee leaves his/her position at USF Health, membership will remain active for one year from the enrollment date. If an employee is dismissed for cause, membership to the Fitness Center will be revoked without a refund and access to the facility will be denied.

Please note that opting in to this WELL Fitness Center annual membership does not include other services available for purchase, including but not limited to, personal training services, locker and towel service.

