

**UF** | UNIVERSITY *of*  
**FLORIDA**

*The Foundation for The Gator Nation*



**UF** | UNIVERSITY *of*  
**FLORIDA**

**Welcome!**

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**HR FORUM**



July 14, 2010, Human Resource Services

# Agenda

- Payroll Deduction for Dental Care at UF
- Salary Increases
- Graduate Assistant Salary Increase & Minimum Salaries
- Employment Updates
- Retirement Certification Form
- Leadership Development
- myUFL Financial Systems Upgrade Preview Sessions
- Update on Legislative & OE Changes for Benefits
- Update on AvMed Security Breach
- Important Dates



# Payroll Deduction for Dental Care at UF

Paying for dental care just got a little  
easier....



# Overview:

- The University and the College of Dentistry (COD) have come together to provide payroll deduction for UF employees receiving dental care at the College of Dentistry.



## Overview Cont...

- This payroll deduction program is intended to assist UF employees paying for large dental bills.
- It should be offered as a way to ease some of the financial challenge in obtaining expensive dental care.
- It is not intended to pay for general, routine dental care.



## Important Facts:

- It will begin on July 1<sup>st</sup> 2010
- Any current employee who is at least 50% FTE faculty, TEAMS or USPS is eligible.
- In general, this program is for patient balances in excess of \$500.00. Exceptions may be made at the discretion of the department.
- In general the deductions should be taken from at least 4 paychecks and not more than 24. Exceptions may be made at the discretion of the department.



## Important Facts Cont...

- The COD has the primary role in enrolling patients. The college will then work directly with UF payroll to coordinate the deductions.
- If employment should terminate prior to the end of the payment plan, any outstanding balance will become the responsibility of the patient.
- Patients may choose to end their payroll deduction at any time by contacting the COD business office in writing.



## How to Enroll:

- To sign up for payroll deduction complete the UF Employee Payroll Deduction Agreement Form and forward to the business office.



# Sample Form:

FACULTY ASSOCIATES, INC  
P.O. Box 100425  
Gainesville, Florida 32610-0425

**UF Employee Payroll Deduction Agreement**

Date \_\_\_\_\_ UF ID # \_\_\_\_\_

Employee Name \_\_\_\_\_ Employee Phone # \_\_\_\_\_

Patient Name \_\_\_\_\_ Chart# \_\_\_\_\_

Student Name \_\_\_\_\_ Student# \_\_\_\_\_

Description of services to be performed:

\_\_\_\_\_

\_\_\_\_\_

Total Services \_\_\_\_\_

Less Down Payment \_\_\_\_\_

New Balance \_\_\_\_\_

Total # of Pay Periods \_\_\_\_\_

Bi-Weekly Payment Amount \_\_\_\_\_

Student Signature \_\_\_\_\_

Faculty Approval \_\_\_\_\_ Faculty # \_\_\_\_\_

I agree to allow Faculty Associates, Inc., to payroll deduct the Bi-Weekly Payment Amount for the Total # of Pay Periods indicated above until the balance is paid in full. I understand that this form authorizes the University of Florida's payroll section to make post tax payroll deductions in the amount indicated above. It is the patient's responsibility to report any errors to the College of Dentistry business office at 352-273-5380 if the amount being deducted is incorrect.

Patient Signature \_\_\_\_\_ Date \_\_\_\_\_

# Promotional Flyer Distributed:

## *Paying for your dental care just got a little less painful*

A UF employee payroll deduction option allows you to pay for your dental care with *interest-free payments over time* at most UF College of Dentistry clinics

### Eligible for this benefit:

- UF faculty and staff who are halftime or more (TEAMS and USPS), and their dependents.
- New or current patients.

### In Gainesville call

Faculty practice	(352) 273-7950
Student dental clinic	(352) 273-9097
Pediatric clinic	(352) 273-7643
Orthodontic clinic	(352) 273-7690
Other dental needs	(352) 273-6820

### Other Florida communities call

Hialeah	(305) 694-5400
St. Petersburg	(727) 394-6064

For more information, visit [www.dental.ufl.edu](http://www.dental.ufl.edu) and search "payroll deduction."

UF College of Dentistry  
What's a Gator  
without its chomp?

**UF** UNIVERSITY of  
FLORIDA  
College of Dentistry

# 2010-2011 Salary Increase Plan



## 2010-2011 Salary Increase Plan

UF's 2010-2011 salary increase plan includes:

- A 4.0 percent merit increase pool for 9-, 10-, and 12-month faculty
- A 3.0 percent merit increase pool for 9-, 10-, and 12-month TEAMS/USPS
- An increase in the minimum wage for non-exempt TEAMS and USPS employees from \$9.02 to \$9.75 effective July 1, 2010.
- An across-the-board increase of 3 percent for graduate assistants calculated on the new minimum stipend.



# 2010-2011 Salary Increase Plan

- Eligibility Criteria - Hire Dates
  - 9-month faculty and staff-on or before May 15, 2010
  - 10-month faculty and staff-on or before June 9, 2010
  - 12-month faculty and staff-on or before June 30, 2010
- Employees who have received notice of non-reappointment or layoff are not eligible for the Salary Increase Plan



# 2010-2011 Salary Increase Plan

## Performance Appraisals and Merit Criteria

- Faculty must have a current performance rating of *satisfactory* or above and staff must have a current performance rating greater than *below* to be eligible. In the absence of a current performance evaluation employees will be considered to be at a *satisfactory* performance level
- Any individual merit increases will be based upon approved departmental merit criteria recommended by the Dean or Director and approved by the Vice President. Departments should utilize department merit criteria when assessing performance and recommending merit increases



# 2010-2011 Salary Increase Plan

## Funding

- For state-funded positions, the merit pool for faculty, TEAMS, and USPS will be allocated based on filled positions using the Budget Prep System completed by units in June.
- The 3% across-the-board increase for state-funded graduate assistants will be centrally funded.
- Contract, grant, and auxiliary units are expected to fund all salary increases from existing sources.
- The increase in the minimum for TEAMS and USPS positions to \$9.75 will be funded from existing departmental resources but state-funded lines will receive a 3 percent allocation on the increase to the minimums.
- Friday, July 23 – Budget allocation for state-funded faculty and staff positions will be provided to colleges and vice presidential areas

# 2010-2011 Salary Increase Plan

- Faculty members in the collective bargaining unit are governed by the terms of the agreement with the faculty union. Negotiations are currently underway with the faculty union and a communication will be sent once agreement has been reached regarding 2010-2011 salary increases.
- Agreement has been reached with AFSCME and GAU for the Salary Increase Plan.



# UF Raise Review File

- Monday, July 19 – Wednesday, August 11 (6:00 p.m.) -Raise files will be available to departments for entering faculty and staff merit increases
- Security Roles Required:
  - UF\_HR Manager/Dept Admin
  - UF\_HR Level 1 Approver
- If changes to the Raise File are needed for employees (add, delete, or transfer an employee to a new department ID or change an FTE), please contact Brook Mercier or Kate Burch in writing, via [2010salaryincrease@ufl.edu](mailto:2010salaryincrease@ufl.edu). Changes should be submitted by 5:00 p.m. on August 11, 2010
- A Raise Review File instruction guide is found at: [www.hr.ufl.edu/toolkits/raise.htm](http://www.hr.ufl.edu/toolkits/raise.htm)


# UF Raise Review File

## Workforce Administration > Job Administration > UF Raise Review

### UF Raise Review


Enter any information you have and click Search. Leave fields blank for a list of all values.


#### Find an Existing Value

Department: begins with  


Description: begins with

Fiscal Year: =

Raise Type: begins with  

Effective Date: =  

Include History  Correct History  Case Sensitive

[Basic Search](#)  [Save Search Criteria](#)


**Faculty Search**

**Figure 1**

### UF Raise Review


Enter any information you have and click Search. Leave fields blank for a list of all values.


#### Find an Existing Value

Department: begins with  

Description: begins with

Fiscal Year: =

Raise Type: begins with  

Effective Date: =  

Include History  Correct History  Case Sensitive

**TEAMS/USPS Search**

**Figure 2**

# UF Raise Review File

## Raise Review

### UF Raise Processing

Below is a listing of employees eligible for raises in your department. Please review the information and enter/change the amounts of increase as needed. If an employee is not getting a raise, please remove the check under 'Process' which appears next to the Empl ID. If an employee needs to be added, deleted or moved to another Department ID, please contact the appropriate personnel office.

**Raise Type:** S10

**Department:** 11111111 TEST DEPT

**Raise/Bonus Effective Date:** 07/01/2010

Eligible Employees													First	1-7 of 7	Last
Process (?)	EmplID	Empl Rcd#	Status	Name	FTE	Sal Plan	Empl Class	Union Code	Freq	Component	Annual Salary	Raise Amount	New Salary	% Change	
<input type="checkbox"/>	12345678	0	Active	Person, One	1.000000	TA12	REG		Annual	Merit	\$24,000.000	\$0.000	\$24,000.000	0.000	
<input type="checkbox"/>	12345679	0	Active	Person, Two	1.000000	TA12	REG		Annual	Merit	\$32,000.000	\$0.000	\$32,000.000	0.000	
<input type="checkbox"/>	12345670	0	Active	Person, Three	1.000000	TA12	REG		Annual	Merit	\$41,000.000	\$0.000	\$41,000.000	0.000	

#### Department Totals

<b>Current Total Annual Salary:</b>	\$0.000	<b>Department Raise Total:</b>	\$0.000
<b>New Total Annual Salary:</b>	\$0.000	<b>Percent Change:</b>	0.000

# UF Raise Review File

## Raise Review

### UF Raise Processing

Below is a listing of employees eligible for raises in your department. Please review the information and enter/change the amounts of increase as needed. If an employee is not getting a raise, please remove the check under "Process" which appears next to the Empl ID. If an employee needs to be added, deleted or moved to another Department ID, please contact the appropriate personnel office.

Raise Type: S10

Department: 11111111 TEST DEPT

Raise/Bonus Effective Date: 07/01/2010

#### Eligible Employees

First 1-7 of 7 Last

Process (?)	EmplID	Empl Rcd#	Status	Name	ETE	Sal Plan	Empl Class	Union Code	Freq	Component	Annual Salary	Raise Amount	New Salary	% Change
<input checked="" type="checkbox"/>	12345678	0	Active	Person, One	1.000000	TA12	REG		Annual	Merit	\$24,000.000	\$720.000	\$24,720.000	3.000
<input checked="" type="checkbox"/>	12345679	0	Active	Person, Two	1.000000	TA12	REG		Annual	Merit	\$32,000.000	\$1,600.000	\$33,600.000	5.000
<input checked="" type="checkbox"/>	12345670	0	Active	Person, Three	1.000000	TA12	REG		Annual	Merit	\$41,000.000	\$410.000	\$41,410.000	1.000

#### Department Totals

<b>Current Total Annual Salary:</b>	\$97,000.000	<b>Department Raise Total:</b>	\$2,730.000
<b>New Total Annual Salary:</b>	\$99,730.000	<b>Percent Change:</b>	2.814

## 2010-2011 Salary Increase Plan

- Sunday, August 15 – Faculty and staff increases loaded into myUFL system
- Monday, August 16 – Faculty and staff increases available for review in myUFL (Job Data)
- Friday, August 27 – First paycheck with merit salary increases retroactive to:
  - July 1, 2010 (12-month faculty and staff)
  - August 12, 2010 (10-month faculty and staff)
  - August 16, 2010 (9-month faculty and staff)



# 2010-2011 Salary Increase Plan

- A letter template for communicating the merit increase to recipients can be found on the Class and Comp section of the HRS website: [http://www.hr.ufl.edu/class\\_comp/default.asp](http://www.hr.ufl.edu/class_comp/default.asp)
- Remember to account for any planned merit increases for employees on leave of absence.
- Staff employees receiving the minimum wage increase to \$9.75 are also eligible for merit increases.



# Job and Position Actions

## (Filled Positions)

- Please visit [http://www.hr.ufl.edu/class\\_comp/default.asp](http://www.hr.ufl.edu/class_comp/default.asp) for special processing instructions before submitting the following:
  - Dept ID changes
  - Position updates-UPD
  - FTE Changes
  - Reclassifications (with or without pay change)
  - Special Pay Increases
- Due to the retroactive processing of salary increases, some position actions may be approved in myUFL but not be entered retroactively in Job Data until the week of 8/23.
- Please contact the appropriate HRS department before submitting any action with future dated rows.

# **2010-2011 Graduate Assistant Salary Increase and Minimum Salaries**



# Graduate Assistant Salary Increases

- Graduate Assistants hired for the 2010-2011 year must receive the new minimum salary.
- Graduate Assistants already hired or returning Graduate Assistants have been updated in job data with the new minimum salary based on their FTE.
- The minimum stipends for new graduate assistants are on the HR web site:  
<http://www.hr.ufl.edu/academic/gradsalaries.asp>
- Questions? Please contact Academic Personnel Office at 392-2477

## Graduate Assistant Minimum Salary

9- Month appointment (19.5 biweekly periods)

<u>FTE</u>	<u>Annual</u>	<u>Biweekly Amount</u>
1.0	\$20,000	\$1,025.64
.50	\$10,000	\$512.82
.33	\$6,600	\$338.46
.25	\$5,000	\$256.41

12- Month Appointment (26.1 biweekly periods)

<u>FTE</u>	<u>Annual</u>	<u>Biweekly Amount</u>
1.0	\$26,769.20	\$1,025.64
.50	\$13,384.60	\$512.82
.33	\$8,833.81	\$338.46
.25	\$6,692.30	\$256.41



# Graduate Assistant Salary Increases

- An across-the-board increase of 3% has been added to the base salary for all current graduate assistants for the 2010-2011 year in job data.
- Effective 7/1 for 12 month GA's
- Effective 8/16 for 9 month GA's
- The 3% across-the-board increase for state-funded GA's will be centrally funded. Contract, grant and auxiliary units are expected to fund all salary increases from existing sources.
- Questions? Please contact Academic Personnel at 392-2477

## Questions?

- Departments with questions regarding the salary increases may contact the appropriate core office:
  - **Faculty:** Academic Personnel Tel: 392-2477  
Email: [hdsacademicper@admin.ufl.edu](mailto:hdsacademicper@admin.ufl.edu)
  - **TEAMS/USPS:** Classification & Compensation Tel: 392-2477  
Email: [compensation@ufl.edu](mailto:compensation@ufl.edu)



# Terminations

- For termination actions with effective dates between 7/2 and 8/15, contact Recruitment and Staffing prior to entering the termination ePAF.
- Leave Cashout ePAF must be entered timely.



# Employment Updates



# New UF Jobs Portal

University of Florida Job Site : Welcome

Jobs at UF University of Florida

**UF** UNIVERSITY of FLORIDA Become a part of *The Gator Nation*

- Home
- Search Postings
- Create Application
- Login

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- Applicant Tutorial
- Human Resources Services
- Institute of Food and Agricultural Sciences Faculty Positions
- Labor Condition Application (ETA Form 9035): Notice of Filings
- Application for permanent Employment Certification (ETS form 9089): Notices of Job Availability

**E Verify**

**Working at The University of Florida**

Welcome to the University of Florida, home of The Gator Nation. UF is one of only 17 public, land-grant universities that belong to the American Association of Universities. The university has 16 colleges and more than 100 research, service, and education centers. UF's main campus is located in Gainesville, Florida, with clinics and centers located throughout the state. Where nature and culture meet, Gainesville was named 1 of 13 of America's best college towns and 1 of 60 hotspots for talented workers in 2009.

Join UF's 150-year plus tradition of academic excellence, leading-edge research, medical care, flourishing arts, and world-class athletics. As part of The Gator Nation, you will enjoy outstanding benefits and play an integral role in contributing to the atmosphere, diverse culture, and traditions that make UF great.

Faculty Positions	Staff Positions	Student jobs
FAQ's	Benefits	Dual Career Services
Florida Retiree Rehire Policy	About UF	Gainesville, Florida

*Paula Varnes Fussell*  
Paula Varnes Fussell  
Vice President, Human Resource Services

If you have questions or require assistance about your job search, please email Human Resource Services at [jobinquiries@ufl.edu](mailto:jobinquiries@ufl.edu), or call (352) 392-2477.

Equal Employment Opportunity Employer

# Veteran's Preference Website

The screenshot shows a web browser window displaying the UF Office of Human Resource Services website. The browser tabs include 'Approve Requests' and 'UF Human Resource Se...'. The website header features the UF logo, 'Office of Human Resource Services', and a search bar. A navigation menu on the left lists various services such as Academic Personnel, Awards & Recognition, and Recruitment/Staffing. The main content area is titled 'Recruitment and Staffing' and includes a sub-section for 'Veteran Preference'. This section contains text explaining the university's commitment to providing preference to U.S. veterans and spouses, along with a list of service categories and dates. A footer at the bottom of the page indicates 'Internet | Protected Mode: On'.

- Academic Personnel
- Awards & Recognition
- Baby Gator Child Center
- Benefits
- Classification & Compensation
- Employee Relations
- Equal Employment
- Forms/Communications
- Immigration Support Services
- Leave Administration
- Policies/Handbook
- Recruitment/Staffing
- Retirement
- Training
- Vice President's Office



## Veteran Preference

In compliance with Chapter 295, Florida Statute, The University of Florida is committed to providing preference to U.S. veterans and spouses of veterans in hiring, promotion, and retention for all qualified positions (all former [University Personnel Support Services](#) positions), as prescribed by the chapter. Additional information concerning veteran's preference is available at the Florida Department of Veteran's Affairs webpage, [www.floridavets.org/benefits/veteranspref.asp](http://www.floridavets.org/benefits/veteranspref.asp).

As stated by Chapter 295, Florida Statute, veteran preference is extended to those who fall under the following categories:

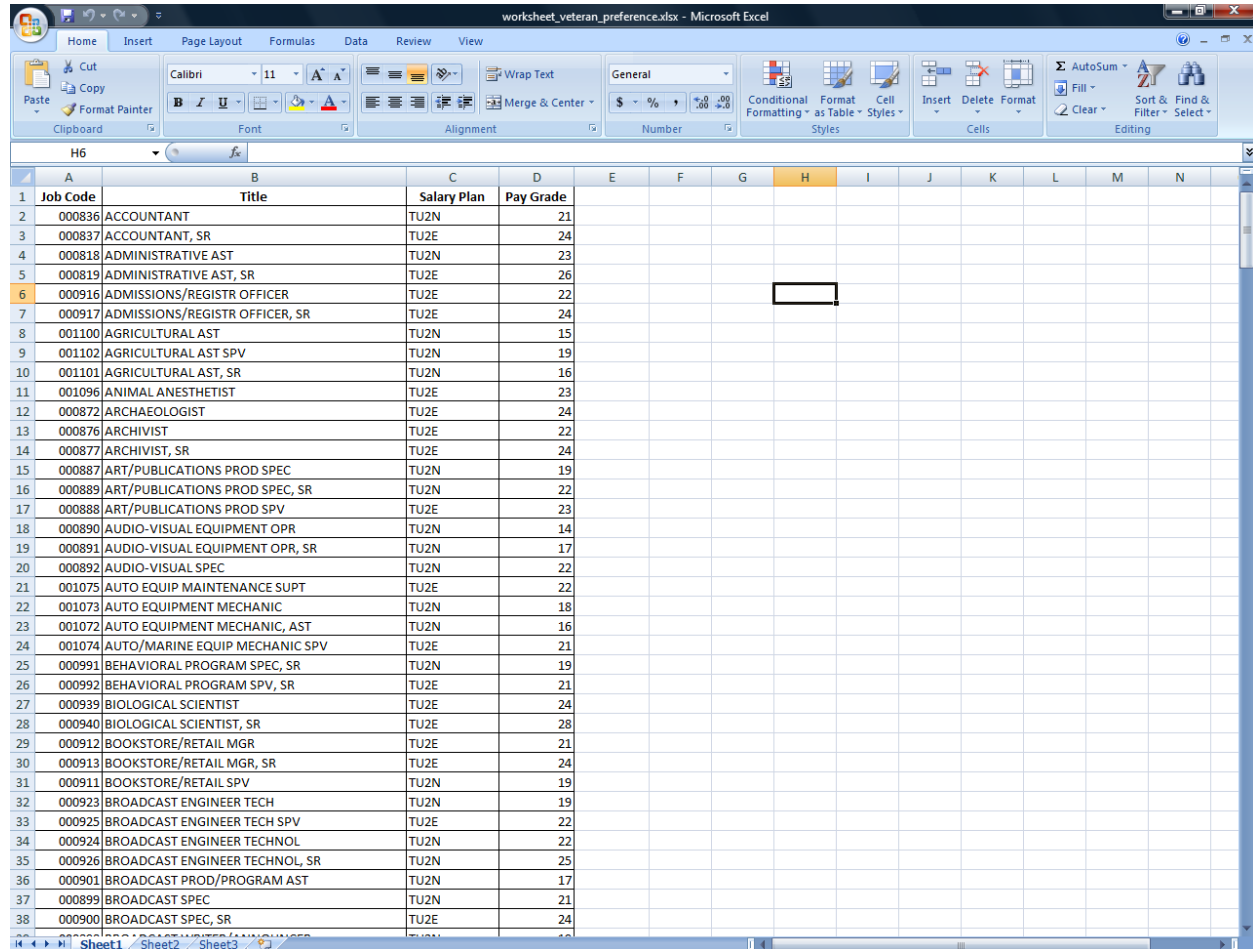
- A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.
- The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.
- A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America. A veteran who served honorably but who has **not** met the criteria for the award of a campaign or expeditionary medal for service in Operation Enduring Freedom or Operation Iraqi Freedom, qualifies for preference in appointment effective July 1, 2007.

The service dates are defined as follows:

- Operation Enduring Freedom - October 7, 2001 to date to be determined
- Operation Iraqi Freedom - March 19, 2003 to date to be determined
- The un-remarried widow or widower of a veteran who died of a service-connected disability
- The Armed Forces Expeditionary Medal, as well as the Global War on Terrorism Expeditionary Medal are qualifying for Veterans- Preference

To claim veteran preference, the applicant must:

# Veteran's Preference Website



The screenshot shows a Microsoft Excel spreadsheet titled 'worksheet\_veteran\_preference.xlsx'. The spreadsheet contains a list of job positions with the following columns: Job Code, Title, Salary Plan, and Pay Grade. The data is as follows:

Job Code	Title	Salary Plan	Pay Grade
000836	ACCOUNTANT	TU2N	21
000837	ACCOUNTANT, SR	TU2E	24
000818	ADMINISTRATIVE AST	TU2N	23
000819	ADMINISTRATIVE AST, SR	TU2E	26
000916	ADMISSIONS/REGISTR OFFICER	TU2E	22
000917	ADMISSIONS/REGISTR OFFICER, SR	TU2E	24
001100	AGRICULTURAL AST	TU2N	15
001102	AGRICULTURAL AST SPV	TU2N	19
001101	AGRICULTURAL AST, SR	TU2N	16
001096	ANIMAL ANESTHETIST	TU2E	23
000872	ARCHAEOLOGIST	TU2E	24
000876	ARCHIVIST	TU2E	22
000877	ARCHIVIST, SR	TU2E	24
000887	ART/PUBLICATIONS PROD SPEC	TU2N	19
000889	ART/PUBLICATIONS PROD SPEC, SR	TU2N	22
000888	ART/PUBLICATIONS PROD SPV	TU2E	23
000890	AUDIO-VISUAL EQUIPMENT OPR	TU2N	14
000891	AUDIO-VISUAL EQUIPMENT OPR, SR	TU2N	17
000892	AUDIO-VISUAL SPEC	TU2N	22
001075	AUTO EQUIP MAINTENANCE SUPT	TU2E	22
001073	AUTO EQUIPMENT MECHANIC	TU2N	18
001072	AUTO EQUIPMENT MECHANIC, AST	TU2N	16
001074	AUTO/MARINE EQUIP MECHANIC SPV	TU2E	21
000991	BEHAVIORAL PROGRAM SPEC, SR	TU2N	19
000992	BEHAVIORAL PROGRAM SPV, SR	TU2E	21
000939	BIOLOGICAL SCIENTIST	TU2E	24
000940	BIOLOGICAL SCIENTIST, SR	TU2E	28
000912	BOOKSTORE/RETAIL MGR	TU2E	21
000913	BOOKSTORE/RETAIL MGR, SR	TU2E	24
000911	BOOKSTORE/RETAIL SPV	TU2N	19
000923	BROADCAST ENGINEER TECH	TU2N	19
000925	BROADCAST ENGINEER TECH SPV	TU2E	22
000924	BROADCAST ENGINEER TECHNOL	TU2N	22
000926	BROADCAST ENGINEER TECHNOL, SR	TU2N	25
000901	BROADCAST PROD/PROGRAM AST	TU2N	17
000899	BROADCAST SPEC	TU2N	21
000900	BROADCAST SPEC, SR	TU2E	24

## HR Payroll Deadline

- HR Deadline for Payroll changed effective July 1. Deadline now Friday at 5 p.m. to submit ePAF and payroll forms. See payday schedule for more information <http://www.fa.ufl.edu/payroll/paydays-2010-2011.asp>



## New and Updated Payroll Forms

- 4-in-1 form has been updated.
- Substance Abuse Questionnaire and the FRS New Employee Certification have been replaced with the Race and Ethnicity Survey and the Veteran's Survey.
- FRS New Employee Questionnaire is now located on a separate required form.



## GatorJobs Requisitions

- There are currently 650 current requisitions older than one year.
- The recruiters have tried to contact hiring authorities and search committee chairs over the last three months in hopes of canceling or re-working the old positions.
- As of August 1, 2010, ALL requisitions posted prior to June 30, 2009 will be cancelled unless we hear from the hiring authority and justification is provided.





LEADERSHIP  
DEVELOPMENT  

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AT THE UNIVERSITY OF FLORIDA

# Supervisory Challenge

- New Supervisory Challenge certificate program this fall
  - 10 required, 2 electives
  - Workshops aligned with UF’s competency model for effective leadership
  - [www.hr.ufl.edu/training/leadership/competencies.asp](http://www.hr.ufl.edu/training/leadership/competencies.asp)
- Fall registration for all T&OD classes opens August 2
- Also will be offering a “cohort” opportunity for the new Supervisory Challenge content



# Cohort Opportunity

- Each month, at least one of the workshops from the new “Managing at UF: The Supervisory Challenge” will be offered especially for a cohort of managers
- Provide participating managers with a forum in which to discuss issues related to leadership and management with like-minded leaders on campus



# Cohort Opportunity

- Must be a manager to attend these workshops
- 360-degree evaluation process included
  - Based on the UF competency model
- Managers who apply for the cohort option will be accepted on a first-come, first-served basis; spaces are limited (~40)



# Cohort Opportunity

- The cohort will typically meet once a month starting in early September through May 2011
- Look for schedule for cohort workshops and a call for applications on August 2
- [www.hr.ufl.edu/training/leadership/sc.asp](http://www.hr.ufl.edu/training/leadership/sc.asp)



# UF Academy

- Entering its 8th year
- Designed for emerging leaders
- Focuses on immersion in the university culture and exposure to organizational structure as well as exploring important leadership competencies
- Applications to participate are being accepted from July 26 through close of business on August 27



# UF Academy

- October 2010 through June 2011
- 15 participants—competitive application process
- Must be exempt with at least two years of UF supervisory or decision-making responsibility and meet additional criteria
  - “Two years of experience” criterion waived for assistant directors and above and faculty members
- [www.hr.ufl.edu/training/leadership/academy.asp](http://www.hr.ufl.edu/training/leadership/academy.asp)





# Campus Preview Sessions

- Designed to introduce some changes to the myUFL Financial Systems, including Enterprise Reporting, that will occur in spring 2011
  - Significant as well as “look and feel” changes but not detail
  - Details will be provided in fall 2010/spring 2011 via additional training and communication
  - Register for PST150
    - Instructor-led through July
    - Online available by end of July



# Campus Preview Sessions

Presented by work group chairs:

- Greg Dubois—Why upgrade, security, portal, and reporting
- Randy Staples—Purchasing, payables, travel and expense
- Kathleen Tillett—General accounting
- Sheri Austin—Budget and planning
- Judy Harris—Pre-award
- Tiffany Schmidt/Brian Sevier—Post-award



# Update on Legislative & OE Changes for Benefits



# Legislative & OE Changes

## **Effective 7/1/10**

- New rates for Spouse Program participants
- Each spouse pays \$15/mo
- Deductions started on the 7/2 paycheck

## **Effective 12/2010**

- Employer health rate increases
- Part-time employee health rates increase slightly

## **Effective 1/1/2011**

- Health Insurance Co-pays will change for some services
- Mammograms covered under the PPO preventive care benefit
- PPO will eliminate the \$2 million lifetime max & pre-existing for dependents <19



# Legislative & OE Changes

## Effective 1/1/2011

- Prescription Plan Co-pay changes
- Required mail order for certain maintenance RX (first 3 months can be filled via retail)
- Expanded smoking cessation RX added
- Name change for Vista HMO to Coventry Health Care
- Medical Reimbursement Accounts (MRA) will issue new Debit cards
- Over the counter meds will require a RX by your doctor for reimbursement thru your MRA or HSA



# Legislative & OE Changes

## Effective 1/1/2011

- Expanded Dependent eligibility
  - Up to age 19 thru the end of the calendar year they turn 26
  - No student status or financial support requirements
  - Must be legal dependent
  - Have no access to health coverage thru a job, Medicare, or Medicaid
  - If married, you can only coverage your son or daughter
  - Dependents meeting the new criteria can be added during open enrollment
  - Dependents age 26 to 30, may be enrolled in a separate individual policy which is in addition to the standard family coverage at \$180/mo.



# Legislative & OE Changes

## Effective 1/1/2011

- Basic and Optional State Life changes
  - All employees' Basic Life coverage will reduce to \$25,000
  - Premiums are employer paid; part-time pay a portion of the cost
  - During OE employees can purchase additional coverage thru the state
    - Two new coverage levels ( 6 and 7 times your salary)
    - Max coverage: 7X your salary or \$1 million (whichever is less )
    - Proposed: Employees can enroll 1X your salary without a medical application
    - Proposed: If you already have between 1 – 4 X , you can increase 1 X without medical application
    - Employees currently at 5X or \$500,000 would have to increase by medical application



# Update on AvMed Security Breach



# Avmed Update

- February 2010 Avmed notified members of a security breach
- In recent weeks, thru forensic analysis, Avmed has learned an additional 70,461 state employees may be impacted
- From that group about 14,437 are active and 56,024 are inactive AvMed subscribers
- Letters were sent to this additional group on 6/7/10 advising of the breach and the credit protection that's available for 24 months
- No additional letters were sent to the group identified in February
- Credit protection coverage is not automatic – you must enroll!
- More information will be in this month's InfoGator and on the Benefits webpage under the Alerts section



# Important Dates

- **August 27** – UF Academy Application Deadline
- **August 2** – Training Registration Opens for Fall
- **August 11** – Next HR Forum





**Thank you for attending!**

