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Welcome!

HR FORUM



June 1, 2011, Human Resource Services

Agenda

- Fringe Benefit Pool
- Perquisites
- Alternate Work Location
- Additional University Employment
- Florida Minimum Wage
- Retirement Legislation
- Electronic Personnel Files
- Budget Updates
- Important Dates



Fringe Benefits Pool (FBP) Rates for FY2012

Payroll & Tax Services



FBP Overview

- Employee groups were initially created based on similarities in benefits.
- FBP rates are calculated and applied to each employee group.
- Funds collected are “pooled” and used to cover the employer-paid benefits & taxes.
- FBP rates are analyzed and adjusted annually to account for any surplus/deficit collections.
- FY2012 will be UF’s third year using FBP rates.



FBP Benefits & Taxes - Employer's Share of...

- OASDI (Social Security)
- Medicare
- Health Insurance
- Life Insurance
- Retirement
- Clinical Disability Insurance
- Worker's Compensation
- Unemployment Compensation
- Vacation and Sick Leave Cash Outs
- Sick Leave Pool Payments



FBP – FY2012 Rates Include

- Legislative Retirement Contribution Changes (Employee and Employer)
- Health Insurance Premium Changes (State, COM, PostDocCare and GatorGradCare)
- UF Paid Parental Leave Program



FBP Rates

Employee Group	FY2011	FY2012	change
COM Clinical Faculty	24.6	22.5	-2.1
Faculty	28.3	26.9	-1.4
TEAMS/USPS Exempt	34.5	30.0	-4.5
TEAMS/USPS Hourly	44.7	40.8	-3.9
Housestaff & (Clinical) Post Docs*	16.8	31.4	14.6
Grad Asst (& Regular Post Docs)*	8.8	8.3	-0.5
Other/OPS/Temp Faculty	2.4	2.6	0.2
Student OPS/FWSP	0.5	3.1	2.6

*Beginning with FY2012, Regular Post Docs are being moved from the Housestaff & Post Docs group to the Grad Assistant group to better align their actual benefits & taxes.

Pay Period Ending 7/7/11

- Split pay period
- FY2011 FBP rates used 6/24 – 6/30/11
- FY2012 FBP rates used 7/1-7/7/11



FBP – Contacts

- **Jim Ferrer** (Chief Financial Office) jferrer@ufl.edu
(352) 392-2068
- **Brian Kuhl** (Payroll & Tax Services) bkuhl@ufl.edu
(352) 392-1231 x 502
- **Sheela Moudgil** (General Accounting) moudgils@ufl.edu
(352) 392-1326 x 410
- **Linda Orfield** (Payroll & Tax Services) lorfield@ufl.edu
(352) 392-1231 x 300
- **Mary Alice Albritton** (HR) maryal@ufl.edu
(352) 392-2477

<http://www.hr.ufl.edu/benefits/fringepool/>



Perquisites



Submit Perquisite renewals this month

- In May, Departments were sent a summary report of perquisites approved during the 2010-2011 fiscal year.
- To renew, delete, or make changes to perquisites for the 2011-2012 fiscal year, departments should use the report and instructions provided and submit renewal information to Classification and Compensation no later than July 15th.
- Requests for new perquisites should be submitted as a new request using the [Request for Approval of Perquisites or Sale of Goods and Services](#) form.
- Questions may be directed to [Adia Rhodes](#) at 273-2477.

Alternate Work Locations



Alternate Work Location Agreements due for renewal by July 1st

- Form location: <http://hr.ufl.edu/recruitment/forms/alternate.pdf>
- For new agreements and renewals-Review, Discuss, and Complete Agreement
- Include begin/end dates and update Position Description
- Dean/Director and VP Approval and Signature*
- Submit completed forms to Classification & Compensation
- Contact Desiree Williams at 392-2477 if you have questions



Alternate Work Location

Eligibility

- Academic Personnel and TEAMS/USPS with 6 months of service with current supervisor
- OPS are eligible upon hire

Considerations

- Is it advantageous for the unit and employee?
- Requires all essential functions of job be performed
- Reasonable Accommodation
- Work hours
- Space / Equipment



Additional University Employment



Renew HR-600's

- Approval forms for additional university employment--also known as dual employment--expire for:
 - Academic Year Appointments – May 15 (for 9 month) and June 13 (for 10 month)
 - Fiscal Year (12 month Appointments) - June 30
- Departments must renew extra state compensation commitments that extend into the new fiscal or academic year.



Renew HR-600's

- For new or existing commitments for Additional University Employment, complete a [Request for Approval of Additional University Employment](#) (HR-600) form and submit it to:
 - Academic Personnel-PO Box 113005. Contact [Janet Malphurs](#) at 392-2477 with questions.
 - TEAMS, USPS, and OPS-Classification and Compensation, PO Box 115009. Contact [Brook Mercier](#) at 392-2477 with questions.

Florida Minimum Wage



Florida Minimum Wage

- The state minimum wage will increase from \$7.25 to \$7.31 effective June 1st
- Adjustments will be loaded today, June 3rd
- Includes FWSP, STAS, OPS, and STBW salary plans



Retirement Legislation

Effective July 1, 2011



Retirement Legislation

- Employer Rates
 - ORP 7.92% (7.42% to participant's account)
 - FRS Investment Plan 4.91% (6.0% to participant's account)
 - FRS Pension Plan 4.91%
- Mandated Employee Contributions
 - 3% for all plans
 - 0% for DROP participants
 - Tax deferred
 - Not included in IRS 402(g) limit
- Employee Voluntary
 - ORP Max 7.42%
 - 403(b) Max permitted by IRS (\$16,500/\$22,000)
 - Deferred Comp Max permitted by IRS (\$16,500/\$22,000)



Retirement Legislation

- DROP Interest Rate
 - 6.5% → 1.3%
- Cost of Living Adjustment
 - Retire on or after July 1, 2011



Retirement Legislation

- FRS members initially enrolled July 1st or later
 - Normal retirement
 - Regular Class/Senior Management Class
 - Age 62 → 65
 - 30 years of service → 33 years of service
 - Special Risk Class
 - Age 55 → 60
 - 25 years of service → 30 years of service
 - Pension Plan Only
 - Vesting
 - 6 years of service → 8 years of service
 - Average final compensation
 - Highest 5 years → Highest 8 years



Retirement Legislation

- Resource Information
 - DDD dated 5/24/2011
 - http://www.hr.ufl.edu/2011_benefit_legislation.pdf
 - Division of Retirement Website:
 - https://www.rol.frs.state.fl.us/forms/Legislation_2011.pdf
 - <http://myfrs.com/portal/server.pt/community/myfrs/257/2011%20Retirement%20Legislation>



Electronic Personnel Files



Budget Updates



Important Dates

- **July 4th** – Holiday
- **July 13th** – Next HR Forum





Thank you for attending!

