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Office of the Vice President

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August 23, 2011

To: Faculty and Staff
From: Paula Varnes Fussell, Vice President for Human Resource Services
Subject: Revisions to proposed 3 percent raises and leave changes

Thank you for sharing your comments and concerns regarding the university's proposal to make some changes to leave benefits and provide 3 percent raises to faculty and staff.

After considering your input and reexamining the possibilities, we have made a series of revisions to the proposed changes. The plan to be considered by the Board of Trustees September 6 now provides for:

- 3 percent raises for all staff employees (TEAMS and USPS)—at all salary levels—who were affected by the new 3 percent mandatory retirement contribution; the salary increases will be effective September 16
- No change in the biweekly accrual rate for vacation leave and no changes to existing December personal leave days or holidays
- A cap on accrued vacation leave at 352 hours a year for TEAMS and Executive Service employees
- A cap on accrued vacation at 240 hours a year for USPS employees (no change)
- A cap of 200 hours (five weeks) on the cash payout of accrued vacation hours for all staff upon leaving the university.

The previous proposed changes to accrual and caps of vacation leave for faculty have been withdrawn and will not go forward with this regulation. Raises and other proposed benefits changes for faculty and any associated salary increases will be discussed this fall and could go into effect as early as January, pending approval by the Board of Trustees in December and subsequent collective bargaining agreements.

A copy of the revised regulation may be found at <http://regulations.ufl.edu>. For more information and answers to commonly asked questions, please go to http://www.hr.ufl.edu/leave/proposal_faqs.asp.