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.
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 1st 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 #

Pat of Name

Chart #

Student Name

Student #

Description of services to be performed:

Total Services

Less Down Payment

Net Balance

Total # of Pay Periods

Bi-Weekly Payment Amount

Student Signature

Faculty Approval

Faculty Approval

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 grantee’s responsibility to report any errors to the College of Dentistry business office at 352-273-5380 if the amount being deducted is incorrect.

Pat of 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**

<table>
<thead>
<tr>
<th>Practice</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty practice</td>
<td>(352) 273-7950</td>
</tr>
<tr>
<td>Student dental clinic</td>
<td>(352) 273-9097</td>
</tr>
<tr>
<td>Pediatric clinic</td>
<td>(352) 273-7643</td>
</tr>
<tr>
<td>Orthodontic clinic</td>
<td>(352) 273-7690</td>
</tr>
<tr>
<td>Other dental needs</td>
<td>(352) 273-6820</td>
</tr>
</tbody>
</table>

**Other Florida communities call**

<table>
<thead>
<tr>
<th>Community</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hialeah</td>
<td>(305) 694-5400</td>
</tr>
<tr>
<td>St. Petersburg</td>
<td>(727) 394-6064</td>
</tr>
</tbody>
</table>

For more information, visit www.dental.ufl.edu and search "payroll deduction."

---

UF College of Dentistry
What's a Gator without its chap?
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. 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
UF Raise Review File

**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 EmpID. If an employee needs to be added, deleted or moved to another DepartmentID, please contact the appropriate personnel office.

**Raise Type:** S10

<table>
<thead>
<tr>
<th>Process</th>
<th>EmpID</th>
<th>Emp Rcd#</th>
<th>Status</th>
<th>Name</th>
<th>FTE</th>
<th>Sal Plan</th>
<th>Emp Class</th>
<th>Union Code</th>
<th>Freq</th>
<th>Component</th>
<th>Annual Salary</th>
<th>Raise Amount</th>
<th>New Salary</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>0000</td>
<td>12345678</td>
<td>0</td>
<td>Active</td>
<td>Person, One</td>
<td>1.000000</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td>$24,000.00</td>
<td>$0.00</td>
<td>$24,000.00</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>0000</td>
<td>12345679</td>
<td>0</td>
<td>Active</td>
<td>Person, Two</td>
<td>1.000000</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td>$32,000.00</td>
<td>$0.00</td>
<td>$32,000.00</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>0000</td>
<td>12345670</td>
<td>0</td>
<td>Active</td>
<td>Person, Three</td>
<td>1.000000</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td>$41,000.00</td>
<td>$0.00</td>
<td>$41,000.00</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

**Department Totals**

- **Current Total Annual Salary:** $0.000
- **Department Raise Total:** $0.000
- **New Total Annual Salary:** $0.000
- **Percent Change:** 0.000
UF Raise Review File

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

<table>
<thead>
<tr>
<th>Process</th>
<th>EmplID</th>
<th>Empl Rcd#</th>
<th>Status</th>
<th>Name</th>
<th>FTE</th>
<th>Sal Plan</th>
<th>Empl Class</th>
<th>Union Code</th>
<th>Freq</th>
<th>Component</th>
<th>Annual Salary</th>
<th>Raise Amount</th>
<th>New Salary</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12345678</td>
<td></td>
<td>Active</td>
<td>Person, One</td>
<td>1.00</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td></td>
<td>$24,000,000</td>
<td>$720,000</td>
<td>$24,720,000</td>
<td>3.00</td>
</tr>
<tr>
<td></td>
<td>12345679</td>
<td></td>
<td>Active</td>
<td>Person, Two</td>
<td>1.00</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td></td>
<td>$32,000,000</td>
<td>$1,600,000</td>
<td>$33,600,000</td>
<td>5.00</td>
</tr>
<tr>
<td></td>
<td>12345670</td>
<td></td>
<td>Active</td>
<td>Person, Three</td>
<td>1.00</td>
<td>TA12</td>
<td>REG</td>
<td>Annual</td>
<td>Merit</td>
<td></td>
<td>$41,000,000</td>
<td>$410,000</td>
<td>$41,410,000</td>
<td>1.00</td>
</tr>
</tbody>
</table>

Department Totals

Current Total Annual Salary: $97,000,000
Department Raise Total: $2,730,000
New Total Annual Salary: $99,730,000
Percent Change: 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)

<table>
<thead>
<tr>
<th>FTE</th>
<th>Annual</th>
<th>Biweekly Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>$20,000</td>
<td>$1,025.64</td>
</tr>
<tr>
<td>.50</td>
<td>$10,000</td>
<td>$512.82</td>
</tr>
<tr>
<td>.33</td>
<td>$6,600</td>
<td>$338.46</td>
</tr>
<tr>
<td>.25</td>
<td>$5,000</td>
<td>$256.41</td>
</tr>
</tbody>
</table>

### 12- Month Appointment (26.1 biweekly periods)

<table>
<thead>
<tr>
<th>FTE</th>
<th>Annual</th>
<th>Biweekly Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>$26,769.20</td>
<td>$1,025.64</td>
</tr>
<tr>
<td>.50</td>
<td>$13,384.60</td>
<td>$512.82</td>
</tr>
<tr>
<td>.33</td>
<td>$8,833.81</td>
<td>$338.46</td>
</tr>
<tr>
<td>.25</td>
<td>$6,692.30</td>
<td>$256.41</td>
</tr>
</tbody>
</table>
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: hrsacademicper@admin.ufl.edu
  – **TEAMS/USPS**: Classification & Compensation Tel: 392-2477 Email: 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

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.

Paula Barnes Russell
Vice President, Human Resource Services

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

Equal Employment Opportunity Employer
Veteran’s Preference Website

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 Affairs website: www.floridavets.org/benefits/veteransreflase.

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-married 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:
<table>
<thead>
<tr>
<th>Job Code</th>
<th>Title</th>
<th>Salary Plan</th>
<th>Pay Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>000836</td>
<td>ACCOUNTANT</td>
<td>TUZN</td>
<td>21</td>
</tr>
<tr>
<td>000827</td>
<td>ACCOUNTANT, SR</td>
<td>TUZE</td>
<td>24</td>
</tr>
<tr>
<td>000818</td>
<td>ADMINISTRATIVE AST</td>
<td>TUZN</td>
<td>23</td>
</tr>
<tr>
<td>000817</td>
<td>ADMINISTRATIVE AST, SR</td>
<td>TUZE</td>
<td>26</td>
</tr>
<tr>
<td>000916</td>
<td>ADMISSIONS/REGISTR OFFICER</td>
<td>TUZE</td>
<td>22</td>
</tr>
<tr>
<td>000917</td>
<td>ADMISSIONS/REGISTR OFFICER, SR</td>
<td>TUZE</td>
<td>24</td>
</tr>
<tr>
<td>001100</td>
<td>AGRICULTURAL AST</td>
<td>TUZN</td>
<td>15</td>
</tr>
<tr>
<td>001101</td>
<td>AGRICULTURAL AST, SR</td>
<td>TUZN</td>
<td>19</td>
</tr>
<tr>
<td>001102</td>
<td>AGRICULTURAL AST, SR</td>
<td>TUZN</td>
<td>16</td>
</tr>
<tr>
<td>001096</td>
<td>ANIMAL ANESTHETIST</td>
<td>TUZE</td>
<td>23</td>
</tr>
<tr>
<td>000872</td>
<td>ARCHAEOLOGIST</td>
<td>TUZE</td>
<td>24</td>
</tr>
<tr>
<td>000857</td>
<td>ARCHIVIST</td>
<td>TUZN</td>
<td>22</td>
</tr>
<tr>
<td>000877</td>
<td>ARCHIVIST, SR</td>
<td>TUZE</td>
<td>24</td>
</tr>
<tr>
<td>000867</td>
<td>ART/PUBLICATIONS PROD SPEC</td>
<td>TUZN</td>
<td>19</td>
</tr>
<tr>
<td>000868</td>
<td>ART/PUBLICATIONS PROD SPEC, SR</td>
<td>TUZN</td>
<td>23</td>
</tr>
<tr>
<td>000869</td>
<td>ART/PUBLICATIONS PROD SPV</td>
<td>TUZN</td>
<td>23</td>
</tr>
<tr>
<td>000890</td>
<td>AUDIO-VISUAL EQUIPMENT OPR</td>
<td>TUZN</td>
<td>14</td>
</tr>
<tr>
<td>000891</td>
<td>AUDIO-VISUAL EQUIPMENT OPR, SR</td>
<td>TUZN</td>
<td>17</td>
</tr>
<tr>
<td>000889</td>
<td>AUDIO-VISUAL SPEC</td>
<td>TUZN</td>
<td>12</td>
</tr>
<tr>
<td>001075</td>
<td>AUTO EQUIP MAINTENANCE SUPT</td>
<td>TUZE</td>
<td>22</td>
</tr>
<tr>
<td>001072</td>
<td>AUTO EQUIPMENT MECHANIC</td>
<td>TUZN</td>
<td>18</td>
</tr>
<tr>
<td>001073</td>
<td>AUTO EQUIPMENT MECHANIC, AST</td>
<td>TUZN</td>
<td>16</td>
</tr>
<tr>
<td>001074</td>
<td>AUTO/MARINE EQUIP MECHANIC SPV</td>
<td>TUZE</td>
<td>21</td>
</tr>
<tr>
<td>000991</td>
<td>BEHAVIORAL PROGRAM SPEC, SR</td>
<td>TUZN</td>
<td>19</td>
</tr>
<tr>
<td>000992</td>
<td>BEHAVIORAL PROGRAM SPv, SR</td>
<td>TUZE</td>
<td>21</td>
</tr>
<tr>
<td>000999</td>
<td>BIOLOGICAL SCIENTIST</td>
<td>TUZE</td>
<td>24</td>
</tr>
<tr>
<td>000946</td>
<td>BIOLOGICAL SCIENTIST, SR</td>
<td>TUZE</td>
<td>28</td>
</tr>
<tr>
<td>001012</td>
<td>BOOKSTORE/RETAIL MGR</td>
<td>TUZN</td>
<td>21</td>
</tr>
<tr>
<td>000913</td>
<td>BOOKSTORE/RETAIL MGR, SR</td>
<td>TUZN</td>
<td>24</td>
</tr>
<tr>
<td>000911</td>
<td>BOOKSTORE/RETAIL SPv</td>
<td>TUZN</td>
<td>21</td>
</tr>
<tr>
<td>000912</td>
<td>BROADCAST ENGINEER TECH</td>
<td>TUZN</td>
<td>19</td>
</tr>
<tr>
<td>000925</td>
<td>BROADCAST ENGINEER TECH SPv</td>
<td>TUZE</td>
<td>22</td>
</tr>
<tr>
<td>000924</td>
<td>BROADCAST ENGINEER TECHNOL</td>
<td>TUZN</td>
<td>22</td>
</tr>
<tr>
<td>000923</td>
<td>BROADCAST ENGINEER TECHNOL, SR</td>
<td>TUZN</td>
<td>25</td>
</tr>
<tr>
<td>000901</td>
<td>BROADCAST PROG/PROGRAM AST</td>
<td>TUZN</td>
<td>17</td>
</tr>
<tr>
<td>000899</td>
<td>BROADCAST SPEC</td>
<td>TUZN</td>
<td>21</td>
</tr>
<tr>
<td>000900</td>
<td>BROADCAST SPEC, SR</td>
<td>TUZN</td>
<td>24</td>
</tr>
</tbody>
</table>
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 then 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
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

• 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
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
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!