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**

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

*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)  
maryl@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](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](mailto:Request for Approval of Additional University Employment) (HR-600) form and submit it to:

  - Academic Personnel-PO Box 113005. Contact [Janet Malphurs](mailto:Janet Malphurs) at 392-2477 with questions.

  - TEAMS, USPS, and OPS-Classification and Compensation, PO Box 115009. Contact [Brook Mercier](mailto: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 1\textsuperscript{st} 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
Electronic Personnel Files
Budget Updates
Important Dates

- July 4th – Holiday
- July 13th – Next HR Forum
Thank you for attending!