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**Welcome!**

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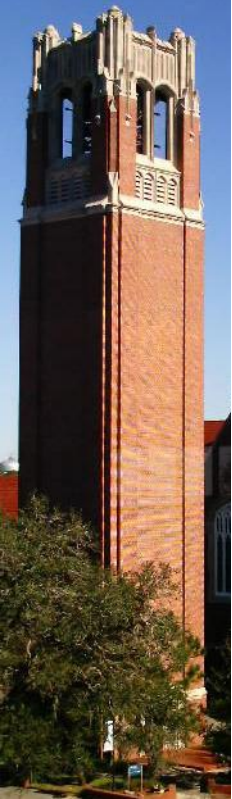
**HR FORUM**



March 7, 2012, Human Resource Services

# Agenda

- Retirement Updates
- Class & Comp Reclass Schedule
- Recruitment & Staffing Updates
- Short Work Break for Nine and Ten Month Employees
- Faculty & Graduate Assistant Summer Appointments
- Preview HR Payroll Upgrade
- 3% Faculty Retirement Payments
- Legislative Budget Update
- GatorCare
- Chief Negotiator – UFF and GAU, Bill Connellan
- Announcements
- Important Dates



# Retirement Updates



# Legislative

- State University System Optional Retirement Program (SUSORP)
  - Allows for no more than 6 companies in the program
- Contributions to Participants' Investment Accounts
  - SUSORP

	Current	July 1, 2012
Employer	7.42%	5.14%
Mandatory Employee	3.00%	3.00%
Admin Charge	0.01%	0.01%
Total	10.43%	8.15%

- UAL remains at 0.49%
  - Total SUSORP rate is 8.64%



# Legislative

- FRS Investment Plan

	Current	July 1, 2012
Employer	6.00%	3.30%
Mandatory Employee	3.00%	3.00%
Total	9.00%	6.30%

- Employer blended rate for FRS Pension Plan and FRS Investment Plan is 5.18%

# Judicial

- Judicial ruling on 3% mandatory employee retirement contribution
  - Ruled unconstitutional
  - Included the reduction in the 3% cost-of-living adjustment
- FRS taking no action until the appeal process is finalized



# Executive

- Statement from Governor Scott on pension ruling
  - State plans to file an immediate appeal to reverse decision
  - Believes court order should be stayed throughout the appellate process





# Administrative

- Special Pay Plan
  - <http://hr.ufl.edu/retirement/other/specialpayplan.asp>
  - Information Sheet (sent by Payroll with pay warrant)
    - [http://hr.ufl.edu/retirement/forms/SPP/special\\_pay\\_plan\\_letter\\_to\\_employees.pdf](http://hr.ufl.edu/retirement/forms/SPP/special_pay_plan_letter_to_employees.pdf)
  - Make Whole Provision
    - [http://hr.ufl.edu/retirement/forms/SPP/make\\_whole\\_request.pdf](http://hr.ufl.edu/retirement/forms/SPP/make_whole_request.pdf)
- FICA Alternative Plan
  - <http://hr.ufl.edu/retirement/other/FICA.asp>
  - No make whole provision
- Forms - always refer to HRS web site for current version
- All retirement related forms (FRS, ORP, 403b) that require an employer signature need to be sent to HRS-Retirement

# Class & Comp Reclass Schedule



# Class & Comp Reclass Schedule

<b>Effective Date</b>	<b>Class &amp; Comp Deadline</b>
<b>3/16/2012</b>	<b>3/9/2012</b>
<b>4/13/2012</b>	<b>4/6/2012</b>
<b>5/11/2012</b>	<b>5/4/2012</b>
<b>6/22/2012</b>	<b>6/15/2012</b>
<b>7/20/2012</b>	<b>7/13/2012</b>
<b>8/17/2012</b>	<b>8/10/2012</b>
<b>9/14/2012</b>	<b>9/7/2012</b>
<b>10/12/2012</b>	<b>10/5/2012</b>
<b>11/23/2012</b>	<b>11/14/2012</b>
<b>12/21/2012</b>	<b>12/14/2012</b>
<b>1/18/2013</b>	<b>1/11/2013</b>
<b>2/15/2013</b>	<b>2/8/2013</b>
<b>3/15/2013</b>	<b>3/8/2013</b>
<b>4/12/2013</b>	<b>4/5/2013</b>
<b>5/24/2013</b>	<b>5/17/2013</b>
<b>6/21/2013</b>	<b>6/14/2013</b>

Found online at [http://www.hr.ufl.edu/class\\_comp/classification/modifying.asp](http://www.hr.ufl.edu/class_comp/classification/modifying.asp)

# Recruitment and Staffing Updates



## Recruitment and Staffing Updates

- GatorStart
- GatorJobs
- Immigration Compliance Services
- Veteran's Preference Interviewing

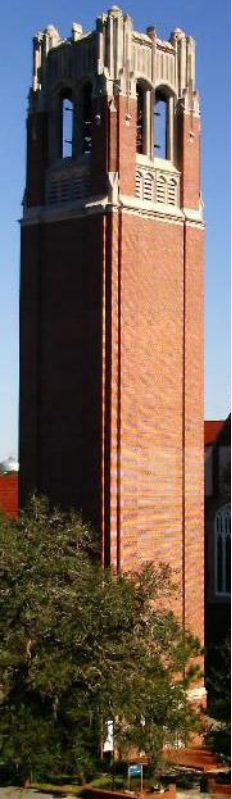


# Short Work Break for Nine and Ten Month Employees



## Short Work Breaks for Nine and Ten Month Employees

- Nine and ten month employees (faculty, graduate assistants and TEAMS) will be put on Short Work Break in the myUFL system for the summer semester.
- Process will begin in late April/early May. More details will be available at the April HR Forum.
- Effective date of the break will be 5/15/12 for 9 month and 6/12/12 for ten month employees.
- Questions? Contact Human Resource Services at 392-2477



# Faculty & Graduate Assistant Summer Appointments





# Faculty and Graduate Assistant Summer Appointments

- Summer appointments for faculty and graduate assistants can be processed via the summer job file, as appropriate. When the summer job file cannot be used, the unit will need to submit an ePAF for the summer job.
- Process will begin in late April/early May. More details will be available at the April HR Forum.
- Questions? Contact Human Resource Services at 392-2477





# myUFL HR and Payroll Upgrade

- Anticipated “go live”: Tuesday, September 4
- Upgrade will be implemented over Labor Day weekend
- System unavailable starting August 30 or 31



# myUFL HR and Payroll Upgrade

- Preview sessions scheduled for April— including one that can be viewed via Internet
- An online version will be available at beginning of May
- Look for registration announced in next week's *InfoGator*



# 3% Faculty Retirement Payments



# Legislative Budget Update



# GatorCare



# Chief Negotiator





# Important Dates

- **March 31<sup>st</sup>** – Performance Appraisals must be signed by this date
- **April 2<sup>nd</sup>** – Summer Training Schedule
- **April 4<sup>th</sup>** – Next HR Forum





**Thank you for attending!**

