

UF | Human Resources
UNIVERSITY *of* FLORIDA

HR FORUM

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TODAY'S AGENDA

- ▶ Furloughs Policy
- ▶ Benefits: Fall 2020 Change Management
- ▶ Competitive Retirement

FURLOUGHS POLICY

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Minimizing financial impact to preserve faculty and staff jobs

- ▶ UF is considering a variety of measures to prepare for possible budgetary challenges
- ▶ Furloughs are mandatory unpaid partial or full leaves of absence
- ▶ Benefits furloughs provide include:
 - ▶ Preserving continuous service, length of service and hire anniversary date
 - ▶ Continued access to health benefits and employer contributions to health insurance
 - ▶ Potential eligibility for unemployment and expanded CARES Act benefits
- ▶ Currently no plans for implementing across-the-board furloughs
- ▶ Policy is being drafted and reviewed as a preparatory measure

**BENEFITS: FALL 2020
CHANGE MANAGEMENT**

HELPING FACULTY AND STAFF NAVIGATE MULTIPLE CHANGES

A fall semester like no other

- ▶ We've already adjusted to significant unexpected change
- ▶ Several initiatives, already in motion, need to continue to move forward
- ▶ Changes being discussed this fall for phased implementation in 2021:
 - ▶ Paid family leave
 - ▶ Paid time off with medical leave accounts
 - ▶ Voluntary/supplementary retirement plan administration
 - ▶ Open Enrollment

RETURN TO THE WORKPLACE

May 1

President Fuchs announces plans to begin bringing more faculty and staff back to the workplace

UF Health Screen, Test & Protect initiative introduced

May 18

Board of Governors announces reopening of State University System

June 1

UF formally announces reopening plan



Screen. Test. Protect.

UFHealth



MOVING FORWARD



June 25

United Faculty of Florida and UF agree to move forward with adding 8 weeks paid family leave and conversion to paid time off with medical leave accounts

Spring/Summer

UF committee comprising faculty and staff with financial and HR expertise evaluate UF-administered retirement plans

OUR DILEMMA

Summer 2020 — a season of unprecedented change

- ▶ Returning 26,000 faculty and staff back to the university
- ▶ Returning 75% of our students to campus facilities
- ▶ Faculty navigating new ways of teaching—whether in the classroom or online
- ▶ More than 400 new faculty this fall
- ▶ Secondary school reopening evolves to hybrid offerings, delayed start

How do we communicate in a way that helps faculty and staff assimilate new information without becoming overwhelmed or missing the messages?

A CONSOLIDATED APPROACH

Using principles of change management, beginning Fall 2020:

- ▶ **Inform** the entire institution that the University of Florida is elevating its approach to its benefits offerings and providing enhanced information about the full range of benefits available to faculty and staff
- ▶ **Engage** faculty and staff so they understand their full range of benefits, are clear about changes that are coming and understand how they may be impacted
- ▶ **Prepare** those affected through opportunities for personal consultation; prepare administrators through training and guidance
- ▶ **Integrate** changes into current infrastructure (websites, forms, Employee Handbook, etc.)

KEY MESSAGES

- ▶ As UF aspires to become one of the nation's top public research universities, we are dedicated to elevating our suite of benefits offerings to support the wellbeing of our faculty and staff and to be responsive to a range of individual and family needs.
- ▶ With this in mind, we're introducing some exciting enhancements and changes to our leave and investment plans that will take effect in 2021.
- ▶ We know navigating the full range of benefits UF already has to offer can sometimes be overwhelming, and we want you to know that we're here to help.
- ▶ This fall, we'll be providing opportunities for you to learn more about what's changing as well as more about all UF has to offer through a series of informational events and resources.

University Benefits

ELEVATED

UNIVERSITY of FLORIDA

TIMELINE

September 8	Admin Memo: Leave, leave webpages launched
September 9	Announce town halls with form, link in UF at Work, Faculty Update
September 10	First Town Hall
September 11	Town Hall follow-up, further details on future engagement opportunities
September 16	Special HR Forum: Open Enrollment changes and other updates
September 21	UF Benefits Elevated website, communications launch
September 22	Faculty-specific town hall on leave changes
September 24	Staff-specific town hall on leave changes

LATE SEPTEMBER-OCTOBER

Further learning and engagement opportunities planned include:

- ▶ Introductory videos
- ▶ Webinar series
- ▶ Q&A / “drop-in” sessions offered via Zoom
- ▶ Enhanced customer service – dedicated staff member available “on-call” throughout the day to field questions, exploring chat functionality for website
- ▶ Provide tools & talking points for administrators to ensure communications are consistent

WE WANT TO HEAR FROM YOU

Ideas that would help?

Thoughts to share?

Hearing consistent concerns?

Email hrcommunications@hr.ufl.edu

COMPETITIVE RETIREMENT

COMPETITIVE RETIREMENT

- ▶ Contracted with Sibson Consulting to evaluate competitiveness of state and university-sponsored benefits
 - ▶ State of Florida's retirement benefit lags
 - ▶ As an aside: Added a 401 (a) plan that would allow additional employer contributions for retirement when the institution is ready
- ▶ Alongside this evaluation of our retirement landscape, we reviewed the infrastructure surrounding all of UF-sponsored defined contribution plans
 - ▶ A need for more formal governance to support those plans



STATE OF FLORIDA

Florida Retirement System

FRS Pension
(Defined Benefit)
FRS Investment
(Defined Contribution)

State University System Optional Retirement Plan

Defined Contribution (403b)
TIAA, VALIC, VOYA, MetLife, AXA

*Also allows up to 5.14 percent
voluntary employee
contribution*

Voluntary

457 Deferred Compensation

Required Voluntary



UNIVERSITY OF FLORIDA

AEF Retirement Plan (403b)

**TIAA, VALIC, VOYA,
MetLife, Fidelity**

*College of Medicine clinical
faculty required to participate
in ORP and AEF*

401a

FICA Alternative
(non-student OPS)
Special Pay Plan
(Leave cash-outs)

Voluntary or Supplemental Plans (403b)

**TIAA, VALIC, VOYA,
MetLife, Fidelity**

Required Voluntary

UF-SPONSORED DEFINED CONTRIBUTION PLANS

- ▶ To better support employees, are adopting a more formal governance and review process for our four UF-sponsored defined contribution plans, which have more than \$1 billion in assets
 - ▶ The University of Florida 403(b) plan (voluntary)
 - ▶ The J. Hillis Miller Health Center 403(b) plan
 - ▶ The University of Florida Board of Trustees 401 (a) FICA Alternative and Special Pay Plan
 - ▶ The University of Florida 401 (a) Retirement Contribution Plan (yet to be funded)

STATE OF FLORIDA

Florida Retirement System

Defined Pension (Benefit)
(Deferred Contribution)

**State University System
Optional Retirement Plan**

Defined Pension (403b)
TIAA, VALIC, MetLife, AXA

Also includes up to 5 percent
voluntary employee
contribution

457 Deferred Compensation

Required Voluntary

UNIVERSITY OF FLORIDA

AEF Retirement Plan (403b)

TIAA, VALIC, VOYA,
MetLife, Fidelity

*College of Medicine clinical
faculty required to participate
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401a

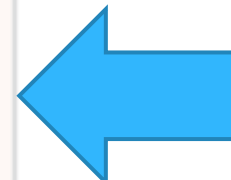
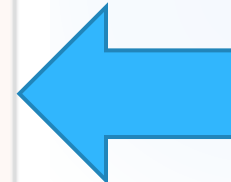
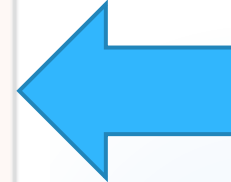
FICA Alternative
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Special Pay Plan
(Leave cash-outs)

**Voluntary or Supplemental
Plans (403b)**

TIAA, VALIC, VOYA,
MetLife, Fidelity

Required Voluntary



WHY?

- ▶ Clarify roles and responsibilities
- ▶ Provide a more formal framework for effective decision-making by:
 - ▶ Instituting formal fiduciary investment governance to include a Governing Board, Investment Advisory Group, and professional investment advisors
 - ▶ Implementing regular reviews of our UF-sponsored defined contribution plans
 - ▶ Leveraging economies of scale of UF-sponsored investments more effectively to ensure transparency and competitiveness of any service provider fees and associated terms
 - ▶ Reducing the number of record-keepers and investment options to improve clarity about investment choices

NATIONALLY...

- ▶ Concerns about
 - ▶ Retirement plan fees
 - ▶ Multiple record-keepers
 - ▶ Hundreds of investment options
- ▶ UF has five record-keepers for their voluntary 403(b) plans with more than 500 available investment options
- ▶ To do what's best for our employees, we need to maintain appropriate investment policies as well as monitor and review plan investments, service provider fee terms, and similar fiduciary matters on a regular basis

IMPACT ON EMPLOYEES

- ▶ One recordkeeper—reduce participant administration fees, simplify participant enrollment
- ▶ Fees will be more transparent
- ▶ New streamlined investment menu will be offered—best-in-class investment options, organized in tiers, from which employees can create a diversified portfolio
 - ▶ A self-directed brokerage window will also be available for investors who want access to additional options
- ▶ Some funds will automatically transfer; others will stay where they are unless employees elect to move them (which will be made as easy as possible)

TOWN HALL TODAY

UNIVERSITY TOWN HALL

Wednesday, September 2, 4-5 p.m.



Look for link in today's issue of UF at Work.
Recording will be available for those unable to attend in person.

For recordings of town halls held throughout the summer:
<https://hr.ufl.edu/covid-19/screening-and-return-to-campus/town-halls-and-online-events>

THANK YOU