



UFHR Forum

September 3, 2025

903 W University Ave. Gainesville, FL 32601-5117
HR.UFL.EDU | (352) 392-2477





Agenda

- Benefits | **Shannon Edwards**
- Classification & Compensation | **Kenya Williams**
- UF Compliance & Ethics – ADA Office | **Kristin Malloy**
- UF Emergency Management | **Kenneth Allen**
- Strategic Initiatives | **Mimi Grabavoy**
- SHRM Conference | **Keyosha Monroe**
- Important Dates



University Benefits

Shannon Edwards



Sick Leave Pool Open Enrollment

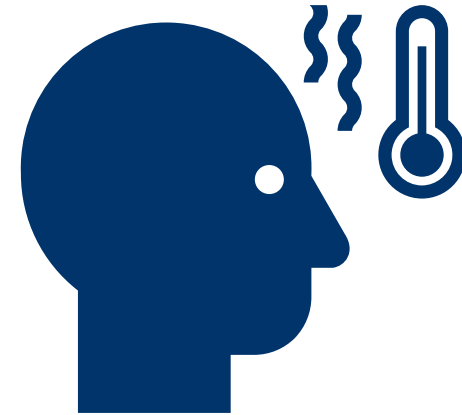
October 1 – October 31

Allows employees to donate a portion (8 hours*) of their individually accrued sick leave for collective use by eligible members for a serious health condition or catastrophic illness affecting their own health.

Eligibility to Enroll



Must have 64* hours of accrued sick leave at the time of enrollment
Membership remains active until separation from UF or transfer to a position that does not accrue sick leave



Check Current Enrollment

Main Menu > Human Resources > Reporting Tools > Query > Query Viewer > UF_BB_LV_SLP_ACTIVE_ENROL_DEPT


*Prorated for part-time employees

For more information visit <https://hr.ufl.edu/leave/sick-leave/pool/>

Domestic Partner Audit –UF Select Plans

- **On 9/8 UFHR Benefits will send an audit email to all employees enrolled in a UF Select plan with a domestic partner.**
- **Affected employees will receive an email requiring two actions:**
 - Acknowledge that they and their eligible dependents still meet domestic partnership criteria.
 - Upload one new document confirming the domestic partnership is still active. A list of accepted documentation will be provided.
- **Failure to complete both steps will result in the removal of the domestic partner and any eligible dependents effective 12/31/2025.**

Open Enrollment –Upcoming Changes

- **No increase to employee health insurance costs for State or GatorCare – employer cost will increase for both**
 - **Securian, State life insurance provider, will be replaced 1/1/26**
 - More details, including required employee action and potential rate changes will be shared after the September call with the State.
 - **Possible dental rate increases for a few State dental plans**
 - **Guaranteed Issue for UF Select (The Standard) Life and Disability**
 - **Employee mailing addresses need to be updated in ONE.UF**
 - Email reminder going out September 2, 2025
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Classification & Compensation

Kenya Williams



Florida Minimum Wage Reminder

- Florida voters approved an amendment in November 2020 that increases the minimum wage each year until it reaches \$15 per hour in 2026
- Effective September 30, 2025, the minimum wage will increase to \$14 per hour
- As of August 29, we identified 2,297 appointments below the new minimum wage
 - Division of Student Life
 - College of Law
 - Phillips Center for the Performing Arts
 - College of Journalism & Communications
- The cost including fringe of increasing the population to the new minimum wage is approximate \$1.6M

Questions? Classification & Compensation - compensation@ufl.edu – 352-273-2842

2025-2026 Pay Program

- In August, Board of Trustees announced a salary increase program that will provide a merit raise pool salary for out-of-unit faculty and staff effective October 1, 2025
- Salary increases for faculty in a bargaining unit are subject to union negotiation



2025-2026 Pay Program


- **Eligibility Criteria**

- Employees must be hired on or before June 30, 2025
- Employees who have received a notification of non-renewal are not eligible for a salary increase
- OPS employees are not considered eligible for the salary increase program
- Employees must be active at the time salary increases are awarded
- Staff who have received discipline in the form of a written reprimand or who have been suspended since January 1, 2025, are also not eligible for a salary increase
- Staff on a performance improvement plan are not eligible for a salary increase



2025-2026 Pay Program

Recommendations for Managers and Departments

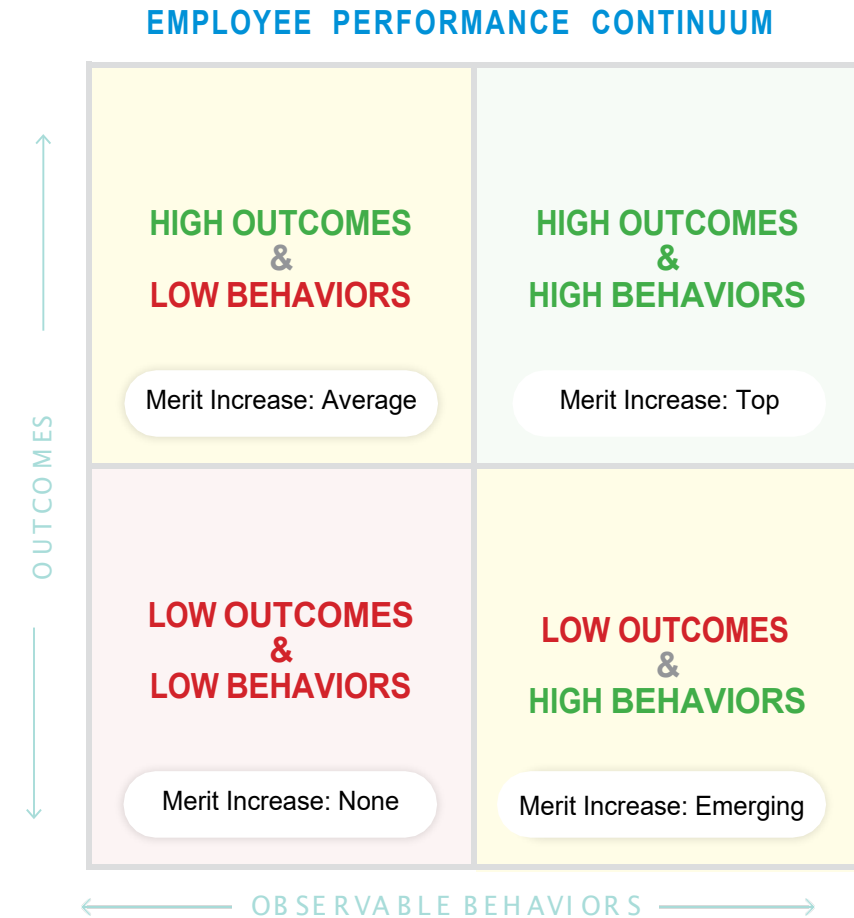
- As in prior years, to provide managers with the flexibility to allocate rewards based on individual contributions or market factors, UFHR's communication and instruction guides will state that funds are being made available to offer salary increases rather than sharing the size of the salary increase pool as a percentage of employee salaries
 - As a manager, providing fair and competitive compensation is vital to attracting, retaining, and rewarding your employees
 - While there are a variety of approaches, including monetary and non-monetary rewards, it's essential that salary increases recognize each employee's contribution to the university
 - As leaders, it's critical that we maximize the impact of funds made available for salary increases by differentiating rewards based on individual contributions, performance, and market forces
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2025-2026 Pay Program

Allocating Rewards

It's helpful to view a combination of outcomes and behaviors which can be assessed using four quadrants:


- High Outcomes – Low Behaviors
- High Outcomes – High Behaviors
- Low Outcomes – High Behaviors
- Low Outcomes – Low Behaviors





2025-2026 Pay Program


High Outcomes – Low Behaviors

- Employees in this quadrant have achieved desirable outcomes but demonstrate behaviors that have a negative impact
 - May produce positive outcomes, behavior may be disruptive
 - Departments should be cautious when determining salary increases
 - Be misinterpreted as positive reinforcement for demonstrating negative behaviors
 - Lead to perceptions of unfairness by coworkers
 - Departments may choose not to provide an increase
- 



2025-2026 Pay Program


High Outcomes – High Behaviors

- Employees in this quadrant are top performers
 - Achieve high-value outcomes while exhibiting positive behaviors
 - Departments should ensure that individuals receive increases that reflect their valuable contributions
- 



2025-2026 Pay Program

Low Outcomes – High Behaviors

- Employees have not yet achieved performance objectives but demonstrate positive behaviors
 - May include individuals new to the organization, new to a role, or recently promoted
 - Individuals may not yet achieve desired outcomes; they demonstrate positive behaviors that support individual or team performance
 - Employee increases would generally be less than that received by employees that demonstrate High Outcomes and High Behaviors
- 


2025-2026 Pay Program

Low Outcomes – Low Behaviors

- Individuals who do not meet performance expectations and demonstrate behaviors that hurt individual or group performance
 - Departments should be cautious when determining employee salary increases
 - Misinterpreted as positive reinforcement for poor performance and for demonstrating negative behaviors
 - Can lead to perceptions of unfairness by coworkers
 - Departments may choose not to provide salary increases to employees
 - Modest increases may be provided based on department or college guidelines

2025-2026 Pay Program

- **Implementation Timeline**

- Tuesday, September 2 – Friday, September 12: Raise Review File available to managers and college departmental administrators to enter faculty and staff raises
 - Monday, September 15 – Friday, September 19: Raise Review File available to only college department administrators
 - Monday, September 29: Increases viewable in myUFL
 - Friday, October 17: First paycheck with salary increases
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2025-2026 Pay Program

- **Additional Materials**

- Supporting documents will be published on the UFHR Classification & Compensation website
 - Raise File Instruction guide – will provide additional guidance on how to access and enter raises in myUFL
 - Manager Guide - Provides recommendations on determining individual merit increases
- Feel free to contact Classification & Compensation with questions via email at salaryincrease@ufl.edu



A photograph of a man in a wheelchair sitting at a wooden desk, wearing large headphones and using a laptop. He is wearing a white patterned shirt and glasses. In the background, a woman is sitting on a couch, looking at her phone. The scene is set in a modern, brightly lit room with large windows. A blue overlay covers the left side of the image, containing text.

UF Compliance & Ethics ADA Office

Kristin Malloy



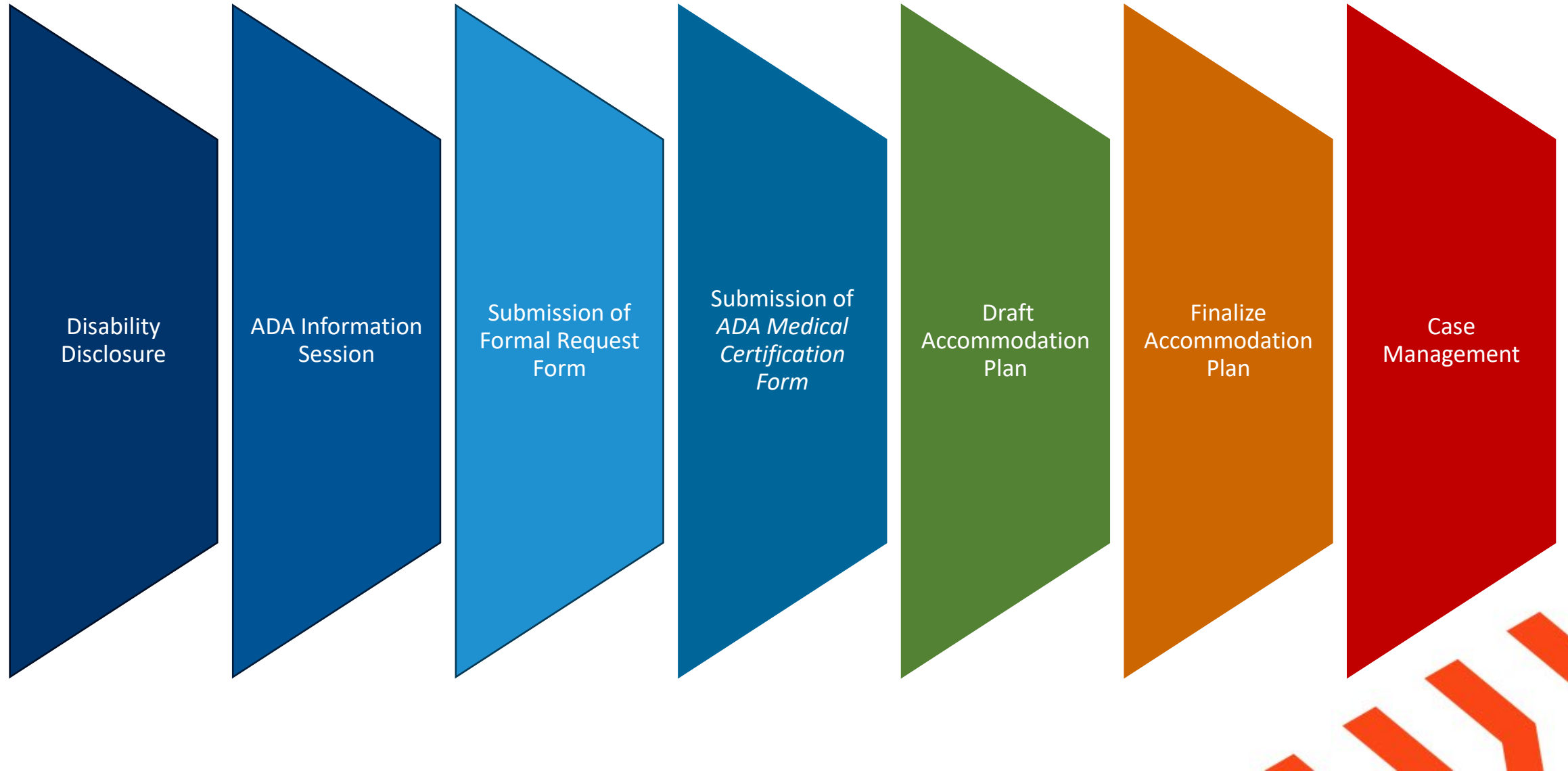
***New* ADA/504 Coordinator**

- Joined UF in July 2025
- 18+ years working in Higher Education
- Past work experience at Brown University, Western Governors University, Lone Star College
- Educational background includes a Bachelor of Science in Psychology from St. Lawrence University, a Master of Social Work from Syracuse University, and a Doctorate in Higher Education Leadership from Sam Houston State University.



Kristin Malloy, Ed.D.

The Interactive Process



ADA Office Links

- [ADA Office website](#)
- ADA Policy: [Accessibility and Reasonable Accommodation for Individuals with Disabilities](#)
- [The ADA Process Guide](#)
- [UFCE ADA Presentation](#) - (Requires GatorLink / Login)



ADA Contact Information

The ADA Office is here to support you!

Contact adaservices@ufl.edu with any questions or concerns.

Kristin Malloy

ADA/504 Coordinator

Natasha Fox

Case Manager





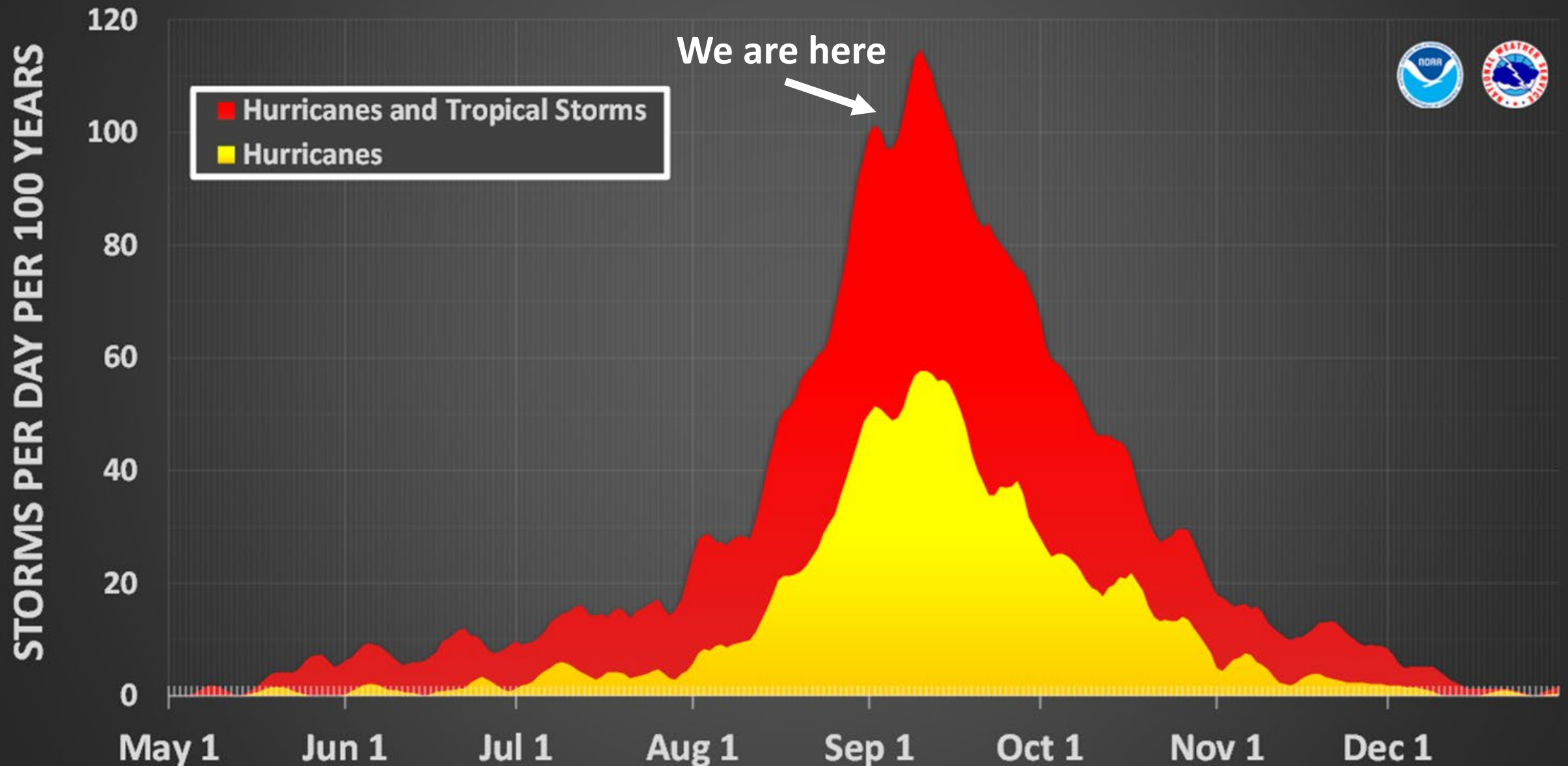
Emergency Management Hurricane Preparedness

Kenneth Allen







Atlantic Hurricane and Tropical Storm Activity

Based on Data from 1944 to 2020



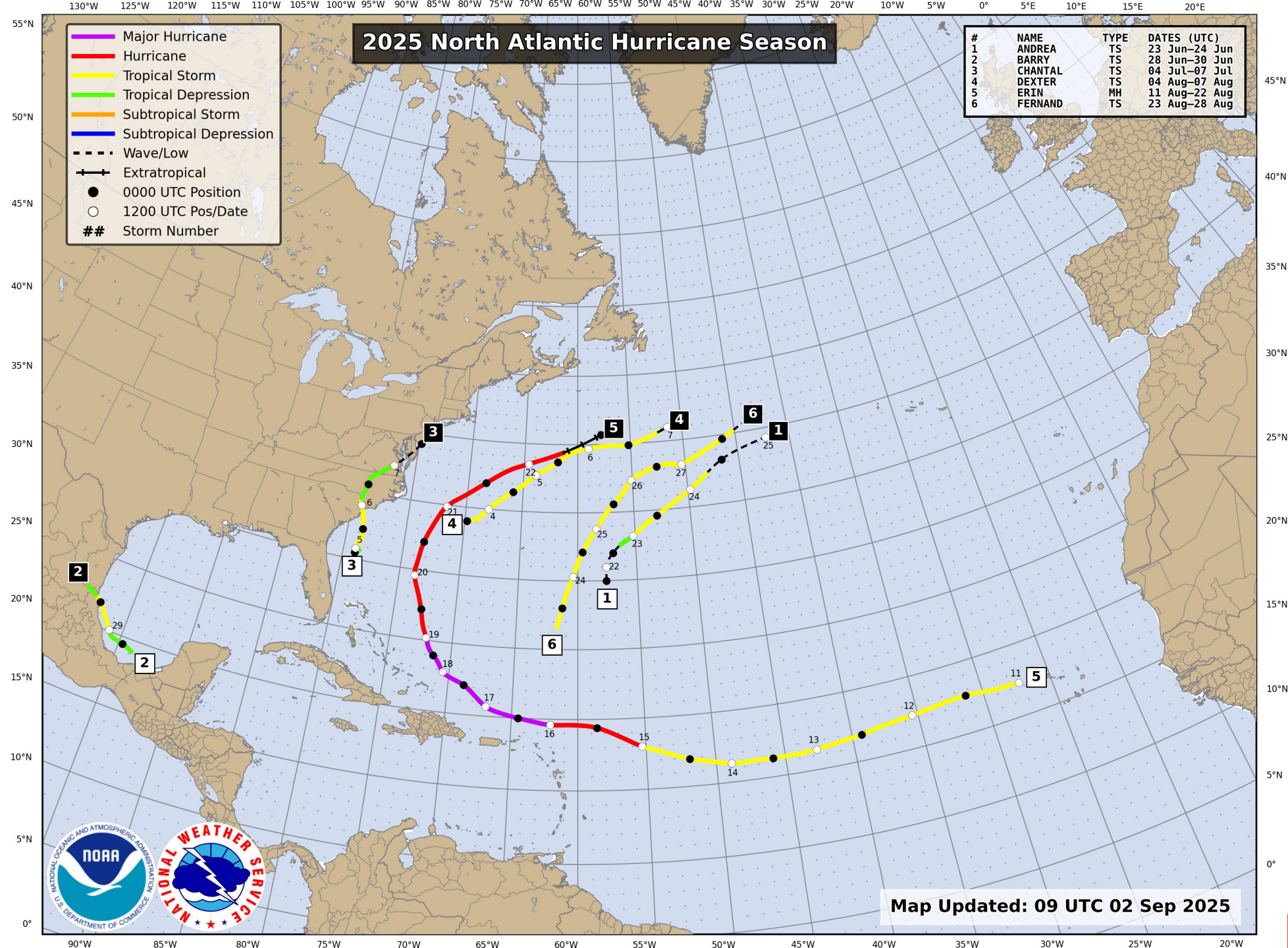


2025 Atlantic Tropical Cyclone Names

 ~~Andrea~~
 ~~Barry~~
 ~~Chantal~~
 ~~Dexter~~
 ~~Erin~~
 ~~Fernand~~
Gabrielle

Humberto
Imelda
Jerry
Karen
Lorenzo
Melissa
Nestor

Olga
Pablo
Rebekah
Sebastien
Tanya
Van
Wendy

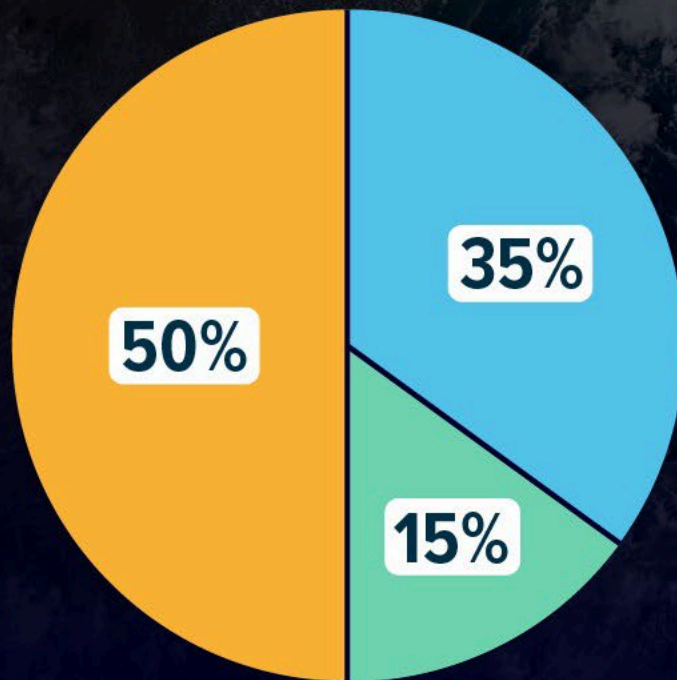







2025 Atlantic Hurricane Season Outlook

August 7 Update

Season Probability



 Above Normal  Near Normal  Below Normal

Named Storms

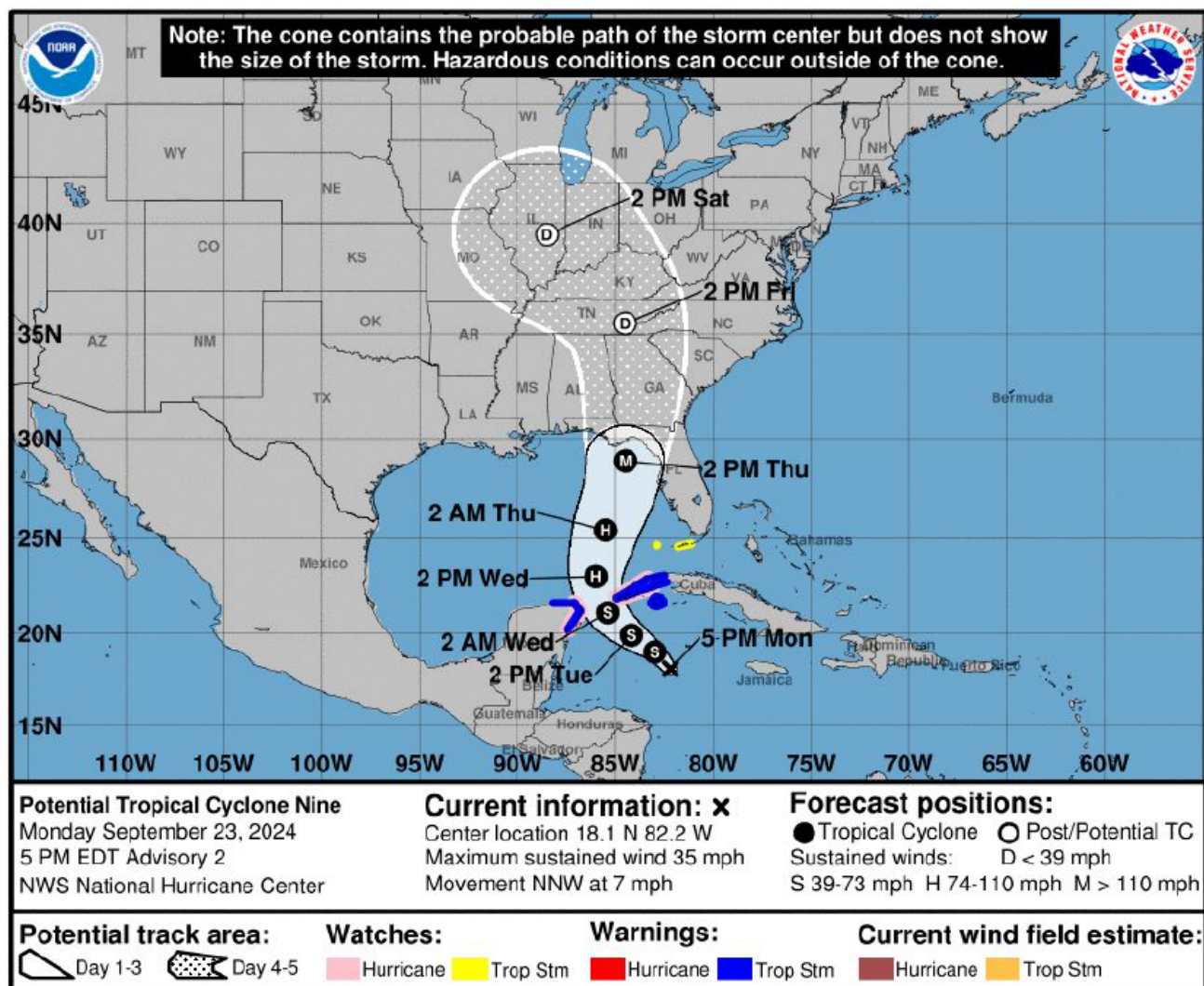
13 - 18

Hurricanes

5 - 9

Major Hurricanes

2 - 5



****New for 2025****

Advisory products can be issued up to **72 hours in advance** of storm surge or tropical storm force winds reaching land. Previously this was 48 hours in advance.

A potential tropical cyclone is a disturbance that isn't yet a tropical cyclone (tropical depression, tropical storm, or hurricane), but there is high confidence that it will bring tropical cyclone impacts (wind and/or storm surge) to land.

Main Campus Tropical Weather Closures

- 2016 – Hermine, September 2
Matthew, **October 8-9**
 - 2017 – Irma, **September 8-12**
 - 2018 – None
 - 2019 – Dorian, September 3
 - 2020 – Eta, **November 12**
 - 2021 – Elsa, July 7
 - 2022 - Ian, **September 28-30**
Nicole, **November 10**
 - 2023 – Idalia, August 30
 - 2024 – Debby, August 5
Helene, **September 26-27**
Milton, **October 9-10**
 - 2025 – ???
- 



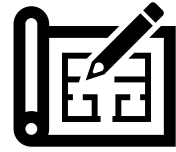
Have a Plan



Build a Kit



Stay Informed



Have a Plan

Workplace

- Capture departmental successes (what worked well) and areas for improvement (how we can do better) from 2024 storms to update your internal emergency plans and closure checklists
- Short-term/immediate enhancements for this year, and long-term plan updates beyond this hurricane season
- **Review essential employees and their understanding of roles and responsibilities**
- Essential employees may be needed before and after storms during a university closure

Home

- Plan for personal responsibilities if filling an essential employee role at UF
- Know where you will stay during a storm and what you will need



Build a Kit

Workplace

- Make proper arrangements for any departmental staff who must stay on campus during a storm – food, water, appropriate location, etc.

Home

- Minimum 3 days worth of supplies
- Customize to your needs and preferences
- “Eat what you store, store what you eat”
- Remember your pets



WATER

Minimum guidance is 1 gallon per day, per person with half for drinking and half for sanitation.

Tip: Before the storm, fill large containers (such as clean soda bottles) with water for drinking and cooking, and fill the bathtub for cleaning and flushing.



SHELF-STABLE FOOD

Store food that does not require refrigeration or preparation such as canned goods or shelf-stable meals.

Tip: Have a manual can opener.



BATTERY-POWERED RADIO

It is important to monitor local media and a battery-powered radio can be used when electrical service is out (some even have cell phone charging attachments).



FLASHLIGHT

Have a flashlight in case the power goes out and always keep extra batteries in stock.



BATTERIES

Have extra batteries in order to power your radio, flashlight, and other supplies in the event that the power goes out. Some power outages can last for days, especially after a hurricane.



FIRST AID SUPPLIES

Check your supply of non-prescription pain relievers, band-aids, antibacterial ointment, insect repellent, sunscreen and other items.



TOILETRIES

Have extra hygiene items, including feminine hygiene products, hand sanitizer, and toilet paper.



SPECIALTY ITEMS

Gather prescription medications, infant formula, or any other specific needs you or your family may have.



IMPORTANT DOCUMENTS

Safeguard copies of key documents, including your insurance policy, driver's license, birth certificate, Social Security card, and passport.



CASH

Maintain some cash on hand. During power outages, some stores may not be able to accept credit cards, debit cards, or other forms of electronic payment.



PET CARE ITEMS

If you have pets, store emergency supplies for them as well!



PORTABLE CHARGER

During power outages, use to charge your phone, tablet, and other portable devices.

SALES TAX EXEMPTIONS ON DISASTER PREPAREDNESS SUPPLIES

Permanent sales tax exemption for the following items starting August 1, 2025:



Batteries (AA-cell, AAA-cell, C-cell, D-cell, 6-volt, or 9-volt)



Fire extinguishers



Insect repellent



Life jackets



Portable gas or diesel cans (max 5 gal)



Portable generators



Smoke detection devices and carbon monoxide alarms



Waterproof tarps (1,000 sq. ft. or less)



Sunscreen



Ground anchor systems and tie-down kits

[FloridaDisaster.org/Kit](https://floridadisaster.org/Kit)





Stay Informed

Workplace

- Download ***GatorSafe*** and ***Florida Storms Apps***
- Encourage staff to update ***UF Alert*** contact info and join the Gainesville location
- Follow guidance from UF on the homepage
- Be aware of NWS-Jacksonville forecasts for campus

Home

- Understand local watches and warnings issued
- Have a battery-powered radio in case you lose power and internet
- New BEACON service from UF College of Journalism
[WUFT 89.1FM/HD4]

2026 Emergency Planning Cohort Invite

- Update or develop internal emergency plan based on templates from UFDEM
- 5-10 colleges and departments, 2-3 staff members each
- Monthly meetings January-December
- 12-month commitment
- Email emergencymanagement@ufl.edu if interested or with questions regarding the program



A row of crocodile trophies on wooden pedestals, each with a gold coin. The trophies are made of a dark, textured material, possibly crocodile skin or a similar material, and are mounted on wooden pedestals. A gold coin is placed on the base of each pedestal. The background is a dark blue wall with a pattern of white, wavy lines.

Strategic Initiatives

Mimi Grabavoy



Superior Accomplishment Awards



- Each year, the UF community celebrates faculty and staff who have contributed exceptional service in their fields.
- Nominations are now open through **October 24th**
- Nominations for SAA includes input from several sources that are reviewed by a selection committee composed of university employees:
 - Eligibility
 - Length of Service
 - FTE
 - Criteria




Types of Awards

- **Individual Employee Performance**
 - **Rookie of the Year**

Designed to recognize newcomers who, having successfully passed their probationary period, have excelled, and had a positive impact through their work early on in their role at UF. For this award, a newcomer is defined as someone who has been at UF for less than two years.
 - **Team Collaboration**

Team of employees (maximum of 6) who work together to accomplish great things for the institution and its future.
Online Form requires you to enter one UFID to begin nomination, which is considered the Team Lead.
 - **Sustained Excellence**

Designed to recognize employees whose exceptional performance, contributions, and successes span several years (minimum of **five** years). To be considered for this award, nominees should not have won a Superior Accomplishment Award during that timeframe.
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Award Amounts



Division-level winners of the Superior Accomplishment Awards receive **\$200** along with a certificate of appreciation and University memento.



Each division winner is then eligible for one of nine university-level awards of **\$2,000** or one of six Special Recognition Awards of **\$1,000**.

Nominate a Colleague Today!



Superior
Accomplishment
Awards



Or visit:

<https://go.ufl.edu/saa2026>

Questions? Email us at SAA@hr.ufl.edu



SHRM Conference

Keyosha Monroe



2025 HR & Business Professionals Conference: Behind the Scenes, Beyond Expectations

Date: Thursday, September 11

Time: 8:00 AM – 5:00 PM

Location: Santa Fe College Charles
L. Blount Center

For Registration information:

ncfshrm.shrm.org

Pricing:

July 1– Sept 9: **\$149**

At the door: **\$175**



Speakers & Panelists

EMCEE



**Ricky Baez Jr.,
MHR, SPHR**
Chief HR Consultant
Baezco Learning

RECRUITING & RETENTION



**Jonathan "JJ" Jarrell,
SHRM-CP, PHR**
Senior Employment Law
Consultant
The Krizner Group

AI & ETHICS



Ying Zhang
AI and RSE Services Manager
UF Information Technology

GED TO SVP



Ella Kimbrel
SHRM-SCP, SPHR
Senior Vice President- HR
Harrell's LLC

LEGISLATIVE UPDATE



Chris Cavaliere
Practical Labor &
Employment Lawyer
Jackson Lewis P.C.

Carmen Burse
Energy & Business Services
Manager
Gainesville Regional Utilities



John Medina
President & CEO
First Federal Bank



Debbie Johnson
Founder
K9s United



Leroy Williams
Principal
Eastside High School



Joshua Wehinger
Fire Chief
Lake City Fire
Department



Important Dates

Available Now • Fall Training Calendar

Available Now • Superior Accomplishment Awards Nominations Open

September 1 - October 31 • Fall UF Engaged Performance Conversations Open

September 11 • HR & Business Professionals Conference

September 25 • Benefits Lunch & Learn -Train the Trainer on Open Enrollment

(Zoom invite will be sent to HRL after Forum)

October 14 • UF Benefits & Wellness Fair 10 a.m.-2 p.m. at the Champions Club

October 13 - October 31 • Benefits Open Enrollment

