

Compensation Committee Minutes

April 25, 2017

1 p.m.

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Attendance:

Jodi Gentry, Amanda House, Stewart King, Ester de Jong, Debra Cole, Steven Thomas, Aner Sela, Angel Kwolek-Folland, Sue Alvers and John Yelton

The meeting was called to order by John Yelton at 1:00 p.m., introductions were made and 2017-2018 new members were welcomed.

Jodi Gentry invited Stewart King, Director of Benefits, HR, to the meeting to receive feedback about benefits that the University is planning to drop from its options. She explained that the university has two types of benefits. PeopleFirst is provided by the State of Florida and the university cannot change any of those benefits. However, we do have UF Select benefits which are offered outside of the State that the university can add or drop companies

Stewart King noted that there are benefits that HR would like the committee to review.

- Pet Insurance: Not many employees are using this insurance and it costs the same to purchase directly from the insurer as it is through UF. The committee agreed that this insurance should be dropped
- Optional Life Insurance: The State already provides health insurance. This is optional life plan through the UF Select Admin portal can be found as a better policy on the market place. HR would like to freeze this insurance. This would allow those who are already have a policy to continue, but the university will not make it available to new employees.
- TrustMark Accident insurance: Only 229 people have policies which is 1.4% of the UF population. (recommended freezing)
- TrustMark Critical illness insurance – 53 have policies (recommended freezing)
- Allstate hospital – 42 people covered. Hospitalization is covered by Health insurance, committee recommended freezing.

Compensation Committee asked that HR look into providing LTC insurance policies for employees. Currently the university does not have that policy as an option.

The minutes January minutes were approved.

Jodi will send out the link to Alex for feedback from the committee.

External Compensation Consultants Project – Jodi Gentry, VP, Human Resources

- All paperwork is completed solicitation for services.
- Two vendors are invited to present to the committee.
- Plans are to present to the Faculty Senate in the fall. Consultations with the union will also take place.

Due to the lack of voting committee members, the election for 2017-2018 chair will be during the first fall meeting.

The meeting adjourned at 2:01 p.m.