

Welfare Council Meeting Minutes
November 10, 2011
1:00 p.m., 226 Tigert

Attendees:	Tom Vickroy	Paula Fussell
Sue Alvers	Galia Hatav	Abe Goldman
Kathye Light	Monika Ardelt	

Meeting was called to order at 1:09 p.m.

Minutes from the October meeting were approved.

Paula Fussell gave a quick update on the progress of the self-insurance program and benefits restructuring. Paula will send the link to the state's Strategic Health Plan report that was completed by Buck Consultants. This report makes recommendations to the state on how to align its health insurance plan. Buck Consultants is the company that UF is using for its self-insurance consultant. Progress is being made toward our self-insurance program. Several committees and focus groups have been formed. One focus group has met already. General communication will go out between now and end of December. Activity will increase in January.

All faculty should have received an email about the benefits restructuring. After receiving comments from faculty from emails and the Faculty Senate online Discussion page, option 1 was preferred.

Option 1

Faculty paying the state-required 3% retirement contribution would receive a 3% salary increase to their base salary in January 2012.

- Eliminate payment of unused sick leave*
- No change in vacation leave accrual rate – 4.5 weeks per year
- Vacation payout reduced to 200 hours (5 weeks)
- Reduce maximum vacation leave annual accrual from 480 to 352 hours

*Faculty who formally retire by June 20, 2016, would keep current leave structure and any eligible payment of unused sick leave. This would include faculty enrolled in DROP, the Optional Retirement Plan, or the Florida Investment Plan.

Currently the university is paying anywhere from 3.5 to 5 million dollars in payout each year to retirees. The average payment is for 280 hours. Negotiations are still going on with the union. We should receive a response by Nov. 15, 2011.

There is a lawsuit against the 3% state employee payment to the pension fund. If the judge finds that this is unconstitutional it will most likely be appealed to the Supreme Court. President Machen will talk at the next Senate meeting.

Old Business – Paula checked around about tuition waivers. There was no objection except for the cost. Welfare Council should find out if this is done at other public universities and how it is handled.

The council agreed to Spring meetings on the First Friday of the month at 10:00 am.

Meeting adjourned at 1:50 p.m.