

Welfare Council Meeting Minutes
October 6, 2011
1:00 p.m., 226 Tigert

Attendees:	Tom Vickroy	Tony Offerle
Deanna Pelfrey	Galia Hataav	Abe Goldman
Sue Alvers	Monica Ardelt	Marc Heft
Kathy Long	Paula Fussell	
Kathye Light	Marvin Dewar	

Minutes from the September meeting were approved. Future meeting times were discussed with Friday being the best day for the council members. Sue will contact at a later date to schedule for spring term.

Paula Fussell and Marvin Dewar gave the council an update on the progress of the self-insurance program. A communications committee was appointed and will soon start informing employees about the open enrollment that is planned for Sept 2012. Interviews are now going on for an implementation consultant. Focus groups will be created and a company to administrate the program will be hired. When the self-insurance plan is implemented, it will look like the current plan with incremental change happening in the future.

Marc Heft gave a short report on the Budget Council charges. The Budget Council's agenda for tomorrow will mostly be about RCM and interdisciplinary programs.

Paula Fussell distributed a draft email that she plans to send out to faculty giving the summary of the options for sick and vacation leave changes that was discussed at the last Faculty Senate meeting. These two options are currently being considered. The administration would like faculty feedback.

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.

Option 2

Faculty paying 3% retirement contribution could choose between a 3% salary increase to their base salary in January 2012 or their current leave structure.

- Yes for 3% salary increase:
 - Eliminate payment for unused sick leave**
 - No change in vacation leave accrual rate – 4.5 weeks per year
 - Vacation payout reduced to 200 hours (5 weeks)
 - Vacation annual maximum reduced from 480 to 352 hours
 - No change in annual or maximum sick leave accrual

**Only faculty enrolled in DROP whose last day at UF is on or before June 30, 2016, would keep current leave structure and receive payment for unused sick leave.

- No for 3% salary increase:
 - No change in payments for unused sick leave
 - No change in vacation accrual rate – 4.5 weeks per year
 - No change in vacation payout
 - No change in vacation annual maximum
 - No change in annual or maximum sick leave accrual

The council decided that since it already has large issues to work on this term, it will postpone tuition waivers and faculty parking issues until spring.

Meeting adjourned at 2:50 p.m.