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Faculty Senate Meeting  
September 22, 2011

# Background

- **Required employee contribution of 3% to retirement as of 7/1/2011**
- **President wants to provide 3% across-the-board increase to lessen the impact of this requirement**
- **Budget reduction for UF – need funding for the 3%**
- **Proposed changes in sick and vacation leave benefits**



# Current Structure

- **12-month faculty accrue vacation and sick leave; 9 and 10-month faculty only accrue sick leave**
- **Vacation – Accrue 4 ½ weeks per year, maximum per year 480 hours, payment at 352 hours**
- **Sick – Accrue 2 ½ weeks per year, no maximum per year, payment up to ¼ of 1,920 hours (480 hours)**
- **Faculty and staff hired after 4/1/2010 not eligible for payment of unused sick leave.**



# Other Information

- **Sick leave intended to be used if needed for you or family**
- **Not intended to be a retirement plan**
- **Very few AAU peers pay for unused sick**
- **Reasonable exchange for salary increase**



# Leave Change Proposals

## Option 1

- All faculty paying 3% retirement contribution receive a 3% salary increase in January 2012
  - Eliminate payment of unused sick leave\*
- \*Faculty who formally retire by June 30, 2016, would keep current leave structure and any eligible payment of unused sick leave
- \*Faculty enrolled in DROP who retire by June 30, 2016, would keep current leave structure



# Leave Change Proposals

## Option 1 (continued)

- **Keep vacation accrual rate the same - 4 ½ weeks per year**
- **Reduce payment for unused vacation hours to 200 hours (staff changed in September 2011)**
- **Reduce maximum annual accrual to 352 hours**



# Leave Change Proposals

## Option 2

- **Allow faculty paying 3% retirement contribution to choose between 3% salary increase and current leave structure.**

### **Yes for 3% salary increase:**

- **vacation payout reduced to 200 hours**
- **Vacation annual maximum reduced to 352 hours**
- **Sick leave payment eliminated**



# Leave Change Proposals

## Option 2 (continued)

### No for 3% salary increase:

- **No change in sick or vacation leave payments**
- **No change in maximum accrual of vacation**
- **Faculty enrolled in DROP who retire by June 30, 2016, would keep current leave structure**



# Example

**Faculty earning \$50,000**

**3% equals \$1,500**

**Over 7 years \$10,500 (not including other increases)**

**Average sick leave payment at 280 hours - \$6,704**



**Questions/Comments?  
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