

Dr. Ida J. Cook
Chair, Faculty Senate
June 29, 2012
Re: 2012 Faculty Senate Benefits Committee Summary Report

October 28, 2011: Faculty Senate Benefits Committee Meeting

The meeting was called to session by Ms. Nancy Gayton, Benefits Manager. I was appointed as Chair of the Faculty Senate Benefits Committee (FSBC) by Mr. Mark Roberts, AVP/Chief Human Resource Officer. The Faculty Senate Benefits Committee for the Academic Year 2011-2012 consisted of eleven Faculty Representatives, seven Staff Representatives, two Retirement Association Representatives, and two Administrators (Ms. Roxane Walton, Director of Human Resources and Ms. Nancy Gayton, Benefits Manager) serving in an ex-officio capacity. Following introductions by Ms. Gayton, the FSBC members were asked to introduce themselves.

New Business: Ms. Gayton began by reviewing and discussing the changes to be implemented for the Open Enrollment in Plan Year 2012. Members were reminded that all employees would need their People First ID password to initiate changes during Open Enrollment. Ms. Gayton agreed to e-mail the Benefits Guide to FSBC members.

The next order of business focused on the role and responsibility of the FSBC and the "Big Picture" of Employee Benefits. Ms. Roxane Walton and Ms. Nancy Gayton led a discussion as to the importance of recognizing the balance between employee expectations and perceived needs and program costs and constraints, including Human Resource Staff's legal and financial capabilities. They further clarified the role of FSBC: stating that its role was to research, review and provide recommendations to developing employee benefit issues and proposed policy or modifications to existing benefit policy; but not to approve proposed policy or recommended modifications to benefit policy.

In the next order of business, Mr. Mark Roberts discussed the proposed Domestic Partner Health Insurance Stipend program with the FSBC. Since State funds cannot be used for this purpose, he informed the committee that it would only apply to same sex partners and funded by Foundation funds. He provided the members a handout outlining the program's enrollment procedures and eligibility requirements. He also stated that the program was currently awaiting approval by the Board of Trustees.

The final order of business was an overview of the Strategic Health Plan Options for the State of Florida presented by Mr. Roberts. He discussed the report prepared by Buck Consultants addressing the Strategic Health Plan Options. Mr. Roberts also advised the members to review the report for insights on plan alternatives concerning the State Employee Health Insurance program. Ms. Gayton agreed to e-mail the FSBC members a copy of the Strategic Health Plan Options for the State of Florida by November 6, 2011. The meeting was adjourned.

April 3, 2012: Faculty Senate Benefits Committee Meeting

The meeting was called to session by Ms. Nancy Gayton, Benefits Manager. Ms. Gayton informed the FSBC that UCF would become Smoke Free in Fall 2012. She discussed the steps being taken to implement the policy; and that smoking cessation programs were being conducted by UCF. No action was required by the FSBC.

The second order of business was a discussion by Ms. Gayton concerning the proposed changes to legislation that would result if HB 5005 and HB 7079 were signed into law by Governor Scott. She

further explained that effective July 1, 2012, UCF would reduce its contribution to the ORP from 7.42% to 5.14% and reduce its contribution to the FRS Investment Plan from 6% to 3.3%. However, there would be no changes to the required employee contribution: it would remain at 3%.

The final order of business was the discussion of the proposed changes to UCF's Tuition Waiver Program which I presented. I reported the results of the research that Mr. Peter Spyers-Duran, FSBC member, and I discovered while examining similar policies among ten public institutions of higher learning throughout the State of Florida. The three primary recommendations to UCF's existing policy involved: 1) changing the credit hours of those eligible for the program from six to seven hours per semester, 2) changing the eligibility requirement to include an employee's spouse (consistent with UCF's Domestic Partner Policy) and "qualifying children" under IRS, ages 25 or younger at the time of registration, and 3) to allow eligible participants to register during the regular registration period as published in the Schedule of Classes rather than the last day of registration with space available.

After discussion with the FSBC, it was decided that Ms. Gayton and I would conduct further research concerning the registration period options relative to Florida Statutes, participation experience ratings by universities that allow dependent coverage (spouse, domestic partners and children), and survey private higher learning institutions regarding this policy. The concern expressed most by the FBSC members was the issue of registration. Six of the ten institutions examined in our research (Florida State University, University of North Florida, University of South Florida, University of West Florida, Florida Atlantic University, and Florida Gulf Coast University) allowed their employees or eligible participants to register during the regularly scheduled registration period. The reason this is an issue is that Florida Statute (Section 1009.26(4), F.S.) is not interpreted or applied consistently across institutions. The Statute states "persons paying full fees and state employees taking courses on a space-available basis shall have priority over those persons whose fees are waived in all cases where classroom spaces are limited." Ms. Gayton and I are presently conducting further research to determine the nature of the justifications these institutions use to provide registration during regular scheduled registration periods which would appear inconsistent with the stated Florida Statute. The meeting was adjourned.

The Chair would like to express his appreciation to the members of FSBC for their time and efforts this past year. I also want to provide a special note of recognition to Ms. Nancy Gayton for providing timely research information and reports and Mr. Peter Spyers-Duran for his diligent research on the Tuition Reimbursement policy.

This report has been prepared to the best of my knowledge and understanding of the stated business, discussions and actions performed by the Faculty Senate Benefits Committee.

Respectfully submitted,

Dr. B. W. Rocky Rockmore, APS
Chair, Faculty Senate Benefits Committee