

Faculty & Staff Benefits Committee

Term: 2014-2015

Author: Committee Chair Axel Schulzgen

Actions:

Two committee meetings were called by the chair and took place on December 18, 2014 and March 2, 2015. Please find the minutes of the two meetings in the attachment of the same email. During the meetings the committee members received information about benefit changes and made some suggestions to consider some benefit changes in future UCF benefit packages.

Information received:

The committee received information regarding existing and possible future benefits for UCF faculty and staff:

- Changes related to the Affordable Care Act
- New pharmacy benefits manager: CVS Caremark
- Only vision plan available after 12/31/2014 will be Humana Exam + Materials
- Supplemental plan premium increases in 2015
- Employees whose marriages are legally recognized in Florida as of Jan. 6, 2015 have the ability to enroll in the family plan health insurance option. Therefore, effective Jan. 31, 2016 the Domestic Partnership Health Insurance Stipend (DPHIS) Program will end.
- Colonial representatives discussed various Colonial products and their proposal to include them in the benefits that UCF offers to our employees.
- A special open enrollment period for group disability insurance from March, 2 to May 1, 2015.

Proposed benefit changes:

- Within the committee the discussion about Faculty and Staff benefits beyond the current offers always centers at the availability of tuition waivers for faculty and staff members as well as their immediate family members. In this regard UCF falls short in comparison with peer institutions in Florida and in the US in general. It is the expressed opinion of the committee members that having only minor tuition waivers UCF misses an important tool for faculty and staff recruitment and retention.