

Faculty & Staff Benefits Committee

Term: 2015-2016

Author: Committee Chair Michal Masternak

Actions:

Two committee meetings were called by chair and took place on October 1st 2015 and March 15th 2016. 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 there was discussion and committee members 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:

- HR leave Administration Manager Ben Anderson presented information about The Sick Leave Pools and requested the nominations of two new members for the committee from Benefits Committee
- It was explained that that the University of Central Florida is an agency that participates in the State Group Insurance program indicating that all available health benefits are determined by the Division of State Group Insurance
- Discussions about open enrolment and new benefits for UCF faculty and staff
- Information about updates on Life insurance premium changes and new life insurance options
- Updates on Tuition Waiver Program
- Updated the committee on a future ITN (Intent to Negotiate) project that the HR department will be completing for specific supplemental employee benefits
- Updated the committee on the UCF 403(b) Investment Committee

Proposed benefit changes:

During the discussions the committee discussed implementation of Tuition Waiver Program at UCF and committee members made a resolution to recommend Staff Council representation in the administrative task group for Tuition Waiver Program. There were also the suggestions to investigate new benefits including Alzheimer's/Dementia (including early onset) coverage and at home care to be included in the Long Term Care policy, additional mental health coverage fertility treatment coverage and hearing aids. There was also the recurring discussion about the access to email addresses by retired faculty which would provide information about happenings at UCF and allow to keep contact with University life.