

**Annual Report of
Faculty and Staff Benefits Committee, 2017-2018**

1. Health and Wellness Programs – The committee continued discussions initiated last year on the topic of health and wellness at UCF. Benchmarking was conducted on the wellness benefits offered by various universities. The conclusions from the benchmarking study suggest that all institutions offered some kind of wellness program, though the scope and budget associated with each varied greatly. The committee also explored the option of obtaining grant money to support wellness programs at the university. A subcommittee was formed to explore the feasibility and types of wellness initiatives to be offered (i.e. group fitness, dedicated exercise facilities for faculty and staff, biometric screenings, incentives for attaining wellness goals, stress management, etc.). The current challenges to wellness at the university include the lack of budget for a wellness program, the need for a wellness champion to lead the initiative, and the lack of decision-making ability on health insurance plans (which usually sponsor some aspect of wellness such as biometric screenings). It is the recommendation of the committee, that the university expand the options for employee wellness.
2. Leaves of Absence – The committee had several discussions about the option of a paid parental leave benefit to USPS and A&P employees at UCF. It is the recommendation of the committee, that paid parental leave be extended to all full-time employees at the university.
3. UCF E-Mail Access for Retirees – The committee discussed the lack of access of faculty retirees to the UCF e-mail. At the present time, retiring faculty members are switched the “Knights E-Mail” a few months past retirement. The committee investigated the reasons for this policy, but found conflicting explanations. While not every retiree may wish to keep their original e-mail address, it is the committees’ recommendation that they’d be offered the option to continue with their original UCF e-mail address.
4. Reduced Retirement Contributions – A discussion that begun last year on the issue of retirement plan contributions continued this year. More specifically, the committee discussed whether or not the required 3% ORP employee contributions (established in 2011) might be rescinded—previously no employee contribution was required. Concern was voiced in terms of its impact upon staff in the lower pay ranges. Inquiries were made last year to the faculty senate, and state-level ACFS regarding the possibility of rescinding the cost and increasing the employer’s contribution back to the original levels. Findings indicate that this is a state-wide benefit, the only changes would be a legislative decision.
5. Dental Plans – In the Fall semester, a discussion was held on the dental plan options. It was the consensus of the committee that several the existing options were duplicitous in nature. Furthermore, the number of options seems to cause some confusion among faculty and staff. A debate was held concerning the possibility of UCF offering its own dental plan (separate from those offered by the state). However, it was the committee’s conclusion that this would only add further confusion and complexity to the system. Therefore, no university action is recommended on this issue. However, the committee would prefer to see a smaller set of competitive options for dental plans chosen by the state in the future.
6. Committee Membership: The committee recommends that representation of an A&P employee be included as a member on the Faculty and Staff Benefits committee to enable their input to discussion and decisions. The mechanism for election to become determined by the Faculty Senate in revision to the Faculty Constitution (possible rotation between colleges might be an option).

The committee met four times (twice during Fall semester and twice during Spring): October 16, 2018, December 1, 2017, February 20, 2018, and April 9, 2018.

Respectfully submitted:

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Chair
Faculty and Staff Benefits Committee
May 2, 2018