

# Faculty & Staff Benefits Committee

## Meeting Minutes

*December 6, 2016*

<b>MEETING CALLED BY</b>	Edwin Torres, Chair
<b>ATTENDEES:</b>	Bettina Bacca, Maureen Binder, Ida Cook, Sheila Daniels, Maribel Amaro-Garcia, Cissy Glowth, Frank Guido-Sanz, Jennifer Kent-Walsh, Jamie LaMoreaux, Scott Launier, Ashley Longoria, Joanne McCully, Axel Schülzgen, Edwin Torres

### AGENDA TOPICS

#### 1. REVIEW & APPROVAL OF 9/26/16 MEETING MINUTES

EDWIN TORRES  
Chair

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>a. Chair Torres announced that that Ida Cook would serve as committee secretary.</li> <li>b. Chair Torres requested approval of minutes for 9/26/16 meeting. There being no revisions or corrections, the minutes were approved as provided.</li> </ul>
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#### 2. HUMAN RESOURCES UPDATES

ASHLEY LONGORIA  
Human Resources Benefits Manager

<b>DISCUSSION</b>	<p>Ashley Longoria updated the committee on several items:</p> <p><b>UCF 403(b) Plan Enhancements Update</b></p> <p>A copy of the PowerPoint used to share information about the enhancements was provided to attendees. Thus far the presentation has been given to the Faculty Senate Steering Committee, discussed at the Faculty Assembly, and was presented to the College of Health and Public Affairs. Future plans are to present it at a meeting of the full Faculty Senate at its meeting in January 2016.</p> <p>The following items relating to the topic were discussed:</p> <ul style="list-style-type: none"> <li>-The need to increase enrollment in the programs.</li> <li>-The benefit of having Capital Trust assist client decision-making and help with information about comparable fees.</li> <li>-It was also pointed out that there is a self-directed brokerage menu available.</li> <li>-Some questions were asked about why some faculty/staff do not participate? One possibility was the need to increase understanding of benefits of starting investments early.</li> <li>-Human Resources staff invited members to brainstorm about how to increase involvement.</li> <li>-It was also pointed out that total compensation is operated by People Soft.</li> </ul> <p>For additional information, go to <a href="https://hr.ucf.edu/ucf-403b-plan-changes/">https://hr.ucf.edu/ucf-403b-plan-changes/</a>.</p>
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
<p>After discussion of the above, it was agreed that the Human Resources Benefits Office initiate contact with all the colleges, departments and administrative units, and their Human Resources representatives to arrange for presentations about the new changes. Committee members were also encouraged Human Resources to share the information with their colleagues.</p>	<p>Human Resources Office Representative and all Committee Members</p>	<p>none</p>

**3. INTRODUCTION OF COMMITTEE MEMBERS**

EDWIN TORRES  
Chair

<p><b>DISCUSSION</b></p>	<p>Committee members were asked to introduce themselves and the units they represented to the attendees.</p> <ul style="list-style-type: none"> <li>Note: The agenda was revised to accommodate introductions.</li> </ul>
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**4. SICK LEAVE COMMITTEE APPOINTMENT**

EDWIN TORRES  
Chair

<p><b>DISCUSSION</b></p>	<p>Chair Torres described the functions of the Sick Leave Pool and indicated that a committee composed of both faculty and staff members reviews requests for additional leave from the sick leave pool. There is a vacant faculty position on the committee. Chair Torres asked for a volunteer to fill the position, and committee member, Jennifer Kent-Walsh, volunteered to serve in that position.</p>
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**5. DISCUSSION/UPDATE: FRS 3% EMPLOYEE CONTRIBUTION REQUIREMENT**

EDWIN TORRES  
Chair

<p><b>DISCUSSION</b></p>	<p>Chair Torres opened discussion regarding the pension bill that was effective 7/1/2011, which required a mandatory 3% contribution for all state employees. He pointed out that originally the contribution to FRS was as high as 8 percent. The State contributed 5% and the employee 3%. He indicated that he had discussed the topic with Faculty Senate Chair Keith Koons and a key point is whether or not the legislature would change their decision to require 3% employee contribution as part of the 8%. A member expressed concern that the proportion of contribution could also be increased if revisited.</p> <p>In response to the September meeting’s action item, Ida Cook reported she had provided information to Chair Torres about how to add the item to the agenda of the Advisory Council of Faculty Senates (ACFS). Ida Cook reported having discussions with former UCF Faculty Senate Chair Manoj Chopra and Faculty Senate Chair Koons, who indicated that the senators shared their concerns. Chair Koons also said that</p>
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additional members of the ACFS have requested that the subject be placed on the agenda for its next meeting in early 2017. In summary, the goal is to have the separate faculty senates join with the statewide ACFS to present a stronger, unified position to revisit reducing the burdensome contribution.

The committee discussed how the topic would be added as an agenda item for a future meeting of the Advisory Council of Faculty Senates (ACFS).

A motion was made and carried that the Faculty and Staff Benefits Committee encourage the UCF Faculty Senate to pursue investigation of a means to reduce the 3% employee cost of the Florida Retirement System.

In a related topic, the committee again discussed the possibility of A&P employees being included in the membership for the committees beginning next year.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Refer topic to UCF Faculty Senate Chair to address the 3% cost of FRS employee participation with the recommendation that it be added to the next meeting of the ACFS.	Dr. Edwin Torres & Committee Secretary	6/30/17

**6. DISCUSSION: HEALTH & WELLNESS PROGRAMS**

EDWIN TORRES  
Chair

Chair Torres opened the discussion of initiatives that exist for health and wellness for employees and invited committee input. Several topics and questions were identified and described, as well as questions were asked.

- a. The range of options of available fitness facilities were discussed. Ashley Longoria referred members to the Health & Wellness Resources website and described some other options.
- b. The 'To Be Fit' program could offer incentives and have lower costs.
- c. Are more offers possible?
  - a. Two SDES staff members were to meet in January 2017 with the University of Florida representatives at a symposium to discuss the relative benefits of 'wellness' programs.
  - b. Additionally a survey is planned to learn about interests.
  - c. Initiatives by the College of Health and Public Affairs, as well as the existence of a Coordinator of Faculty Excellence and the Center for Women were discussed.
  - d. Maureen Binder invited members to contact her if they were interested in participation in the meeting with the University of Florida contacts.

**DISCUSSION**

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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Committee members can send additional suggestions or questions regarding Health & Wellness to the Human Resources office.	Committee members	6/2017
Summaries and review of results of meetings with Health & Wellness professionals and institutions be updated at the next meeting.	Maureen Binder and Ashley Longoria	January 2017

**7. DISCUSSION: RELATIONAL RETURNS/INTANGIBLE BENEFITS**

EDWIN TORRES  
Chair

<b>DISCUSSION</b>	<p>Chair Torres opened discussion of the following:</p> <ul style="list-style-type: none"> <li>a. Availability of opportunities and locations, meeting places for faculty/staff to meet with others; to interact with each other, coordinate shared interests; link with colleges and departments, etc. Examples that were mentioned were UCF Faculty/Parents network, the Faculty Center for Teaching and Learning, Global Initiatives, the Faculty Excellence Newsletter, other topical groups, Faculty Excellence, such as 'Faculty Fridays' by different colleges;</li> <li>b. Suggestions were requested for ways to identify openness to interaction, collaboration, etc.</li> <li>c. Update results at a future Faculty and Staff Benefits Committee meeting.</li> </ul>	
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
Members are requested to send suggestions to Chair Torres.	Committee members	Spring 2017
Update of results to be shared at the next meeting.	Chair Torres and Ashley Longoria	January 2017

**8. DISCUSSION: OTHER BUSINESS**

EDWIN TORRES  
Chair

<b>DISCUSSION</b>	<p>Chair Torres opened discussion of the following:</p> <ul style="list-style-type: none"> <li>a. Questions were raised as to whether USPS employees were exempt from accruing leave and participation in a sick leave pool. <ul style="list-style-type: none"> <li>a. Availability and eligibility of USPS employees to have the option of 'banking' annual leave and whether or not it can be rolled over into a pool as it is for other employees.</li> <li>b. The possibility of participation by USPS employees in a parental leave program</li> <li>c. An additional topic raised had to do with the lost personal holiday for employees when the university was closed for the hurricane in 2016. That is, if the university shut down, USPS had to take sick or annual leave. They didn't receive time off or administrative leave. The question is whether this policy is clear and whether or not it could be made fairer.</li> </ul> </li> <li>b. Question regarding whether A&amp;P personnel who are not in USPS are eligible for parental leave as are faculty?</li> </ul>	
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
Members are requested to seek information from their colleagues and send any suggestions to Chair Torres so an update of information is reported.	Committee members and Chair Torres	Spring 2017
Ask the faculty group that successfully had parental leave approved.	Chair Torres	Spring 2017

**9. FUTURE MEETINGS – DATES/TIMES**

EDWIN TORRES  
Chair

<b>DISCUSSION</b>	<p>Committee members suggested that meetings begin no earlier than 3 p.m. on any day. Suggested meeting days include a Monday, and definitely NOT on a Friday. Sometime in late January or mid-February was preferred.</p>	
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
A Doodle Poll will be circulated to members	Ashley Longoria	ASAP