

Faculty & Staff Benefits Committee

Meeting Minutes

January 31, 2017

MEETING CALLED BY	Edwin Torres, Chair
ATTENDEES:	Barbara Brown, Diane Clark, Ida Cook, Maribel Amaro-Garcia, Cissy Glowth, Frank Guido-Sanz, Jamie LaMoreaux, Ashley Longoria, Joanne McCully, Paul Newman, Axel Schülzgen, Edwin Torres

AGENDA TOPICS

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

EDWIN TORRES
Chair

DISCUSSION	a. Chair Torres requested approval of minutes for 9/26/16 meeting. Correction of spelling of Bettina Baca's name. There being no other revisions or corrections, the minutes were approved as provided.
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2. HUMAN RESOURCES UPDATES

ASHLEY LONGORIA
Human Resources Benefits Manager

DISCUSSION	<p>Ashley Longoria updated the committee on several items:</p> <p>UCF 403(b) Plan Enhancements Update</p> <p>Ashley Longoria added updates indicating that there had been eight presentations including one to ADP and HR at the Vice Presidents' meeting as well as a presentation to the Faculty Senate. Phase 2 will be to offer presentations to different colleges. The presentations take approximately 30 minutes. If anyone is interested in having a presentation, please contact Ashley Longoria. In response to committee questions she indicated that some questioned the rationale for making the changes, and she pointed out most dealt with primarily the ability of investors to be able to still have control of their investment programs. Longoria reiterated that there that there is a self-directed brokerage menu available.</p> <p>Additional rationale for the changes was to try to avoid higher fees and to have Capital Trust assist client decision-making and help with information about comparable fees. This better addresses the economies of scale and compounded interest. With the changes, the cost is now only 13%.</p> <p>A future goal was to address 457 plans.</p> <p>For additional information, go to https://hr.ucf.edu/ucf-403b-plan-changes/.</p>
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
None	None	None

3. CONTINUED DISCUSSION: PAID PARENTAL LEAVE FOR A&P/USPS EMPLOYEES

EDWIN TORRES
Chair

DISCUSSION	<p>Continued discussion inquired about what were possible options for A&P vs USPS employees regarding different types of leave. What are the university policies regarding the following:</p> <ul style="list-style-type: none"> -what is available to all employees? -are there differing lengths of time offered to one group as opposed to the other? -would it be based upon a percentage of salary? -are opportunities for the above for tuition waivers as well as parental leave? <p>Some members suggested that a UCF Administration representative be invited to help clarify the policy and regulation issues that hinder participation of all different classifications of personnel.</p>
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
Inquiries to Faculty Senate Personnel Committee regarding opportunities at other universities and sources.	Ida Cook and Joanne McCully	6/30/17
Determine which administrative person can provide the committee information about different personnel classifications as relates to eligibility for such things as sick leave, tuition, parental leave, etc.	HR representative (?)	March 2017

4. CONTINUED DISCUSSION/UPDATE: FRS 3% EMPLOYEE CONTRIBUTION REQUIREMENT

EDWIN TORRES
Chair

DISCUSSION	<p>This item is continued from Item #5, 12/6/16 meeting.</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%. The amount of State of Florida contributions have been reduced over time resulting in the contributions of employees being increased. Chair Torres reiterated that he and Ida Cook had discussed the topic with Faculty Senate Chair Keith Koons and that there was little activity on the topic by the Faculty Senate or the state-level Advisory Council of Faculty Senates (ACFS).</p>
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5. CONTINUED DISCUSSION: RELATIONAL RETURNS/INTANGIBLE BENEFITS

EDWIN TORRES
Chair

DISCUSSION	<p>Chair Torres requested the committee offer suggestions for how to better engage faculty and staff. The ensuing discussion included the following:</p> <ul style="list-style-type: none"> a. The possibility of providing information about Faculty Excellence on the website about departments and their activities; b. Providing a centralized information location to allow interested parties to find details about events, networking opportunities, e.g. use of the Main UCF calendar; possibly use of faculty parents network or Facebook page. Examples that were mentioned were UCF Faculty/Parents network, Global Initiatives, the Faculty Excellence Newsletter, other topical groups, Faculty Excellence, such as ‘Faculty Fridays’ by different colleges; c. Suggestions were requested for ways to identify openness to interaction, collaboration, etc. d. Update results at a future Faculty and Staff Benefits Committee meeting. 	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Identification of an IT person who might offer suggestions for different sources and means to send information to users. Members are requested to send suggestions to Chair Torres.	Committee members HR person to identify	Spring 2017
Update of results to be shared at the next meeting.	Chair Torres and Ashley Longoria	June 2017

6. DISCUSSION/BRAINSTORMING: MOTIVATING INCREASED FACULTY/STAFF INTEREST AND ENGAGEMENT IN ACTIVITIES

IDA COOK
Committee Member

DISCUSSION	<p>Discussion focused on how to motivate faculty/staff to become more engaged in activities and informed about benefit opportunities and made aware of new options within HR website. In addition to publicizing opportunities for benefits, a centralized site for tickets to various university shows, plays, musical events, games, events, discounts, speaker series, financial wellness series, etc. were suggested.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Members are requested to send information to the listed responsible persons for this item.	Ida Cook, Chair Torres and HR representative	Spring 2017

7. FUTURE MEETINGS – DATES/TIMES

EDWIN TORRES,
Chair

DISCUSSION	<p>Next meeting to be held sometime in March.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
A Doodle Poll will be circulated to members	Ashley Longoria	ASAP