

To: Salaried Faculty

From: Paula Varnes Fussell, Vice President for Human Resource Services

The University of Florida has posted a regulation affecting leave benefits for faculty and staff. The changes in faculty leave benefits are outlined below and will help pay for 3 percent raises for eligible faculty. The proposed regulation can be found here: <http://regulations.ufl.edu/>.

Sick leave changes for staff are also included in this regulation and will provide additional funding for the 3 percent raises staff received in September.

Over the past month, the Faculty Senate has reviewed two options under which a 3 percent salary increase could be provided to faculty who were required to contribute 3 percent to their retirement. After reviewing the feedback regarding those options, the regulation reflects Option 1 of the two proposed, as outlined below:

- 1) A 3 percent salary increase will be provided to faculty paying the state-required 3 percent retirement contribution. The effective date of the increase will be January 20, 2012.
- 2) Any payment for unused sick leave will be eliminated beginning January 2012, with the exception of eligible faculty who separate from UF as a result of retirement (or exit DROP) on or before June 30, 2016.
- 4) Biweekly sick leave accrual remains the same with no maximum.
- 5) Biweekly vacation accrual remains the same.
- 6) Maximum annual vacation accrual is reduced to 352 hours.
- 7) Payout for unused vacation leave upon separation is reduced to 200 hours (5 weeks).

In response to suggestions received by the faculty, the university will delay the rollover of excess vacation hours to sick leave hours until December of 2012. This will allow anyone close to or exceeding the maximum to manage the use of their vacation hours.

Please note that faculty members in the collective bargaining unit will be governed by the terms of the agreement with the union. Negotiations are currently underway with the faculty union related to changes in benefits and salary increases.

Additional information and answers to frequently asked questions may be found on the Human Resources Services web site at www.hr.ufl.edu/leave/facultyproposalfaq.asp.

The Board of Trustees is scheduled to vote on this regulation at its quarterly meeting in December. Any leave changes would be effective at the time the regulation is approved.

Thank you for taking the time to learn about these changes, and please do not hesitate to direct questions and comments to human-resources@ufl.edu.