



UFHR Forum

October 1, 2025

903 W University Ave. Gainesville, FL 32601-5117
HR.UFL.EDU | (352) 392-2477



A person wearing a grey knit sweater and brown pants is holding a small orange jack-o'-lantern basket. The basket has a carved face with triangular eyes and a jagged mouth. The person is standing outdoors, and a large orange pumpkin is visible in the background.

Agenda

- UF Engaged | **Bob Parks**
- Benefits | **Shannon Edwards**
- Classification & Compensation | **Kenya Williams**
- Empowering UF | **Amber Wuertz**
- Superior Accomplishment Awards | **Jenny Seitz**
- Higher Ed. Opportunity | **Verlissa Ford**
- Service Recognition Program | **Verlissa Ford**
- Important Dates





UF Engaged

Bob Parks



UF Engaged Deadline

- UF Engaged evaluations for this semi-annual cycle need to be completed by **October 31**.
- Remind your supervisors that these are not optional. Units are expected to have **100% completion** rates.
- Resources available on UF Engaged toolkit website:
<https://hr.ufl.edu/professional-development/toolkits/uf-engaged-toolkit/>
- If you have questions or need assistance, please email UFEngaged@hr.ufl.edu.



University Benefits

Shannon Edwards



OE Important Dates

October 1: Train the Trainer for OE

October 6: People First benefits statements mailed and available online

October 6 – 27: People First and UF email campaigns

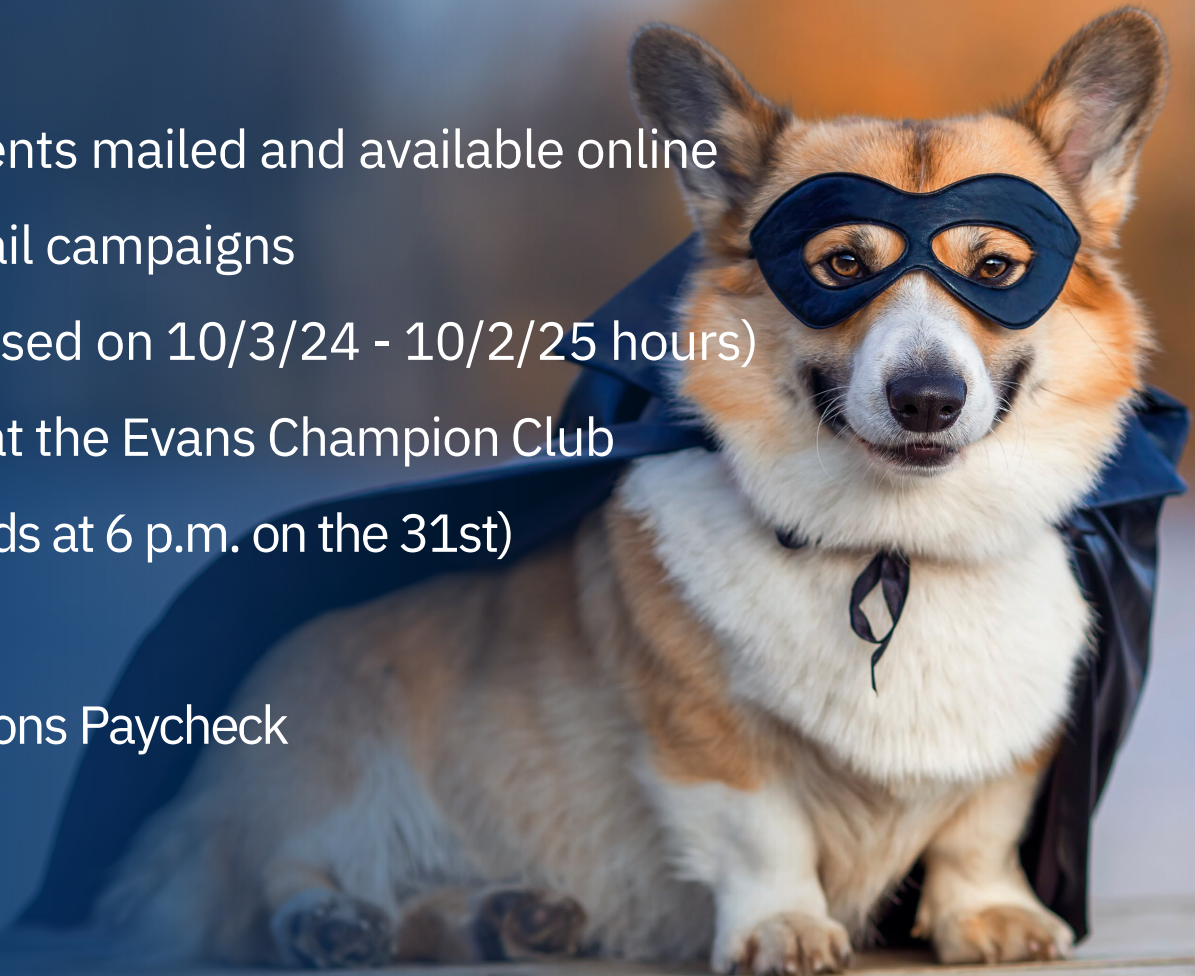
October 11: Final OPS Measurement (based on 10/3/24 - 10/2/25 hours)

October 14: UF Benefits & Wellness Fair at the Evans Champion Club

Oct. 13-October 31: Open Enrollment (ends at 6 p.m. on the 31st)

Dec 12: OE State Deductions Paycheck

Jan 9: OE UFSelect and FSA / HSA Deductions Paycheck



What is NOT changing in 2026?

No Employee Increase to:

State medical plans

Three State dental plans – Sun Life Prepaid, Humana Prepaid, Humana Indemnity

Most State supplemental plans (i.e. cancer, hospitalization, etc.)

GatorCare medical plans

UFSelect Eagles Dental, Humana Vision and The Standard Life & Disability plans

No Change to plan designs for Standard PPO/HMO medical, dental, and vision plans (*except HDHP deductible increase to \$1700 single/\$3400 family*)

What IS changing in 2026?

- MetLife will replace Securian as the Life Insurance Vendor
- UFSelect Life & Disability: no medical underwriting
- Increases to HSA & FSA limits
- Premium Increases:
 - 11 out of 14 State dental plans – 2-5%
 - State Humana Vision – 3% increase
 - UFSelect Preferred Legal Plan - \$2 / pay period increase
- Premium Decreases:
 - Cigna Hospital Supplemental Plan

Sick Leave Pool (SLP) Open Enrollment

- Open Enrollment for SLP is 10/1/2025 – 10/31/2025
- Enables participating employees to contribute a portion of their individually accrued sick leave for collective use when individual leave is depleted due to a catastrophic injury or illness
- Requirements
 - Must be TEAMS, Law Enforcement, or Faculty
 - Must donate eight (8) hours of sick leave
 - Must have 64 hours of accrued personal sick leave to enroll
- More information and Sick Leave Pool Membership Application is located on the UFHR Benefits website

<https://benefits.hr.ufl.edu/time-away/sick-leave/sick-leave-pool/>



Sick Leave Pool (SLP) Open Enrollment

- Your enrollment rolls over each year unless you took action to leave the SLP or separated from the University.
- Employees can confirm their enrollment by going to: MyUFL
navigation: Main Menu > My Self Service > Benefits > Benefits Summary.
- If you are enrolled, the list will include 5X UF Sick Leave Pool under the Type of Benefit column.





Classification & Compensation

Kenya Williams



Florida Minimum Wage Update

- Effective September 30, 2025, the minimum wage increased to \$14 per hour
- This increase predominately impacted non-exempt OPS, student assistants, and federal work-study positions
- The cost including fringe of increasing the population to the new minimum wage is approximate \$1.4M

Questions? Classification & Compensation - compensation@ufl.edu – 352-273-2842



2025-2026 Pay Program Update

- In August, Board of Trustees announced a salary increase program that provided a merit raise pool salary for out-of-unit faculty and staff effective October 1, 2025
- Tentative agreement was reached by UF and UFF for a 3% merit raise pool effective October 1, 2025
- Salary increases for faculty in a bargaining unit are subject to union negotiation



2025-2026 Pay Program Update

Implementation Timeline

- Tuesday, September 2 – Friday, September 12: Raise Review File available to managers and college departmental administrators to enter faculty and staff raises
 - Monday, September 15 – Friday, September 19: Raise Review File available to only college department administrators
 - Monday, September 29: Staff increases viewable in myUFL
 - Tuesday, October 7: Faculty increases viewable in myUFL
 - Friday, October 17: First paycheck with salary increases
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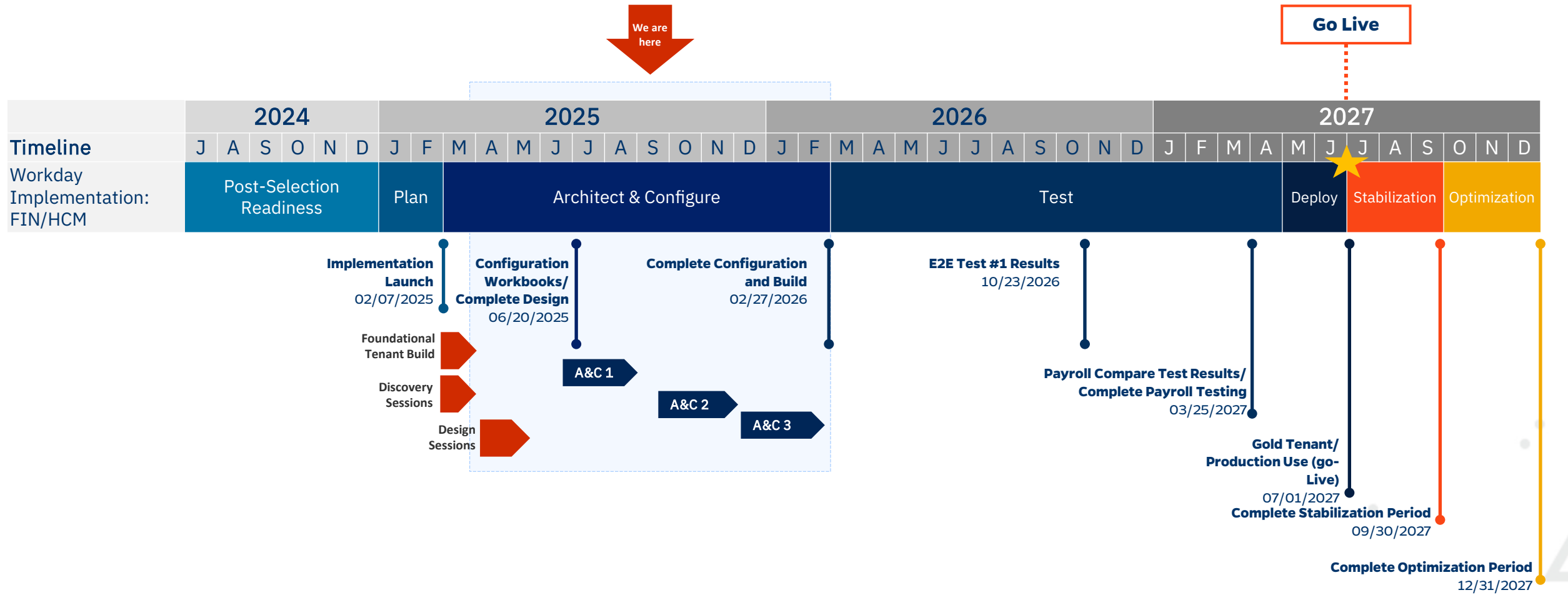
Empowering UF

Amber Wuertz



Project Timeline

We are currently in the Architect & Configure phase of the initiative, during which we are working to configure the Workday system to meet UF's needs.



Our Inclusive Approach

Engagements with UF community from Summer 2024 through Summer 2025

29,000+

Hours of Engagement with

291+ Stakeholders

210 Project Team
Members

49+

Campus Units, Colleges,
DSOs, and Affiliated Orgs
Involved

176+

Workshops including FDM
Education, FDM Straw Model,
FDM Advisory,
College/Department roadshows,
RAPID Strategic Topics

84

Functional Design Workshops

3,000+

User stories captured

2 of 8

Critical milestones complete

104 of 303

deliverables complete

188

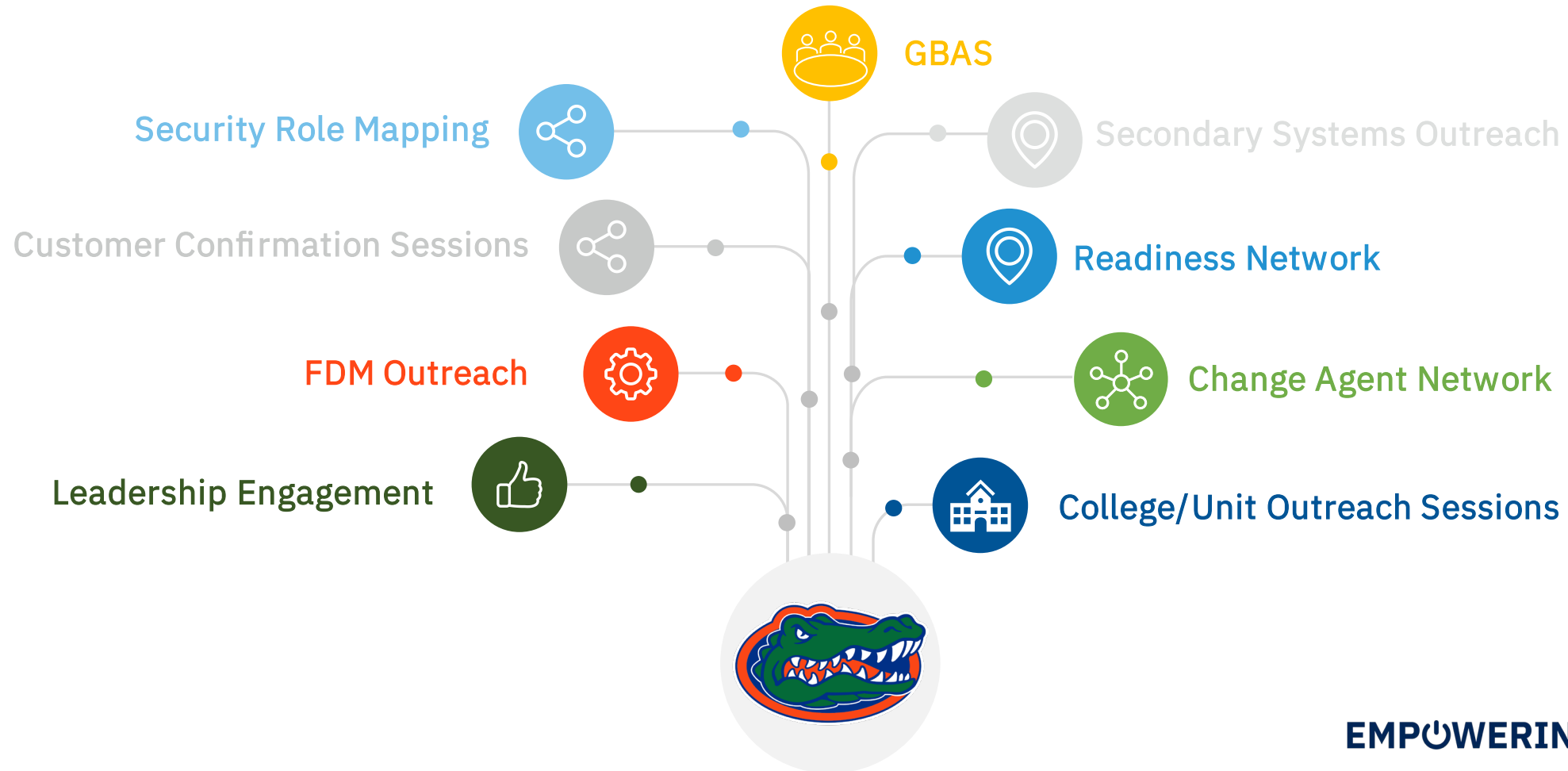
FTE from key personnel
representing UFHR, CFO, UFIT,
UAA, UF Health, UF|IFAS, UF
Advancement as well as several
colleges and units.



... and many more

Engagement Across the University of Florida

We are committed to engaging the UF community. These are some of our current and upcoming activities.



We want to hear from you!



Email Us
empowering@ufl.edu



Visit Our Website
empowering.ufl.edu



Share Your Feedback
Suggestions and questions

EMPOWERING 
Future forward, people powered



Superior Accomplishment Awards

Jenny Seitz



Superior Accomplishment Awards

- This program recognizes faculty and staff members who contribute outstanding service, efficiency, or have impacted the quality of life for students and employees.
- Nominations close on **October 24th**

Nominations and Awards Types

Individual Employee Performance

Rookie of the Year

- Designed to recognize newcomers who have been at UF for less than two years, successfully passed their probationary period, excelled, and made a positive impact early in their role at UF.

Team Collaboration

- Team of employees (maximum of 6) who work together to accomplish great things for the institution and its future.

Sustained Excellence

- Designed to recognize employees whose exceptional performance, contributions, and successes span several years (minimum of five years).



Questions? Email us at SAA@hr.ufl.edu

Award Amounts

New



Division-level winners of the Superior Accomplishment Awards receive **\$300** along with a certificate of appreciation and University memento.



Please note that each award is subject to applicable taxes.



Each division winner becomes eligible for a trophy, as well as one of nine university-level awards of **\$2,000** or one of six Special Recognition Awards of **\$1,000**.

Nominate a Colleague Today!



Superior
Accomplishment
Awards



Or visit:

<https://go.ufl.edu/saa2026>

Questions? Email us at SAA@hr.ufl.edu



Higher Education Opportunity Scholarship

Verlissa Ford



Higher Education Opportunity (HEO) Scholarship

The HEO program provides children of full-time eligible UF employees with the opportunity of tuition assistance for undergraduate education at the University of Florida.

- Each year, during the annual HEO Drawing application cycle, eligible UF parents may enter their child's name into the drawing selection pool.
- For each selected child, the university will pay the in-state matriculation fees, for a maximum of 132 credit hours toward an undergraduate degree at the University of Florida or a Florida public college (i.e., SF College or equivalent), in the event the child is not admitted to the University of Florida.
- The HEO is not limited to high school graduates only. College aged children (under 26) may participate in the upcoming drawing regardless of their current academic status.

HEO Drawing applications now open!

Due 1159PM November 3, 2025

(UF parent) HEO drawing applications will not be accepted after 1159PM, 11/3/25

Please visit the [HEO program page](#) for more information about program eligibility and coverage.



HEO Scholarship – Program Expansion

What's New!

We are excited to announce the University of Florida's Higher Education Opportunity (HEO) program expansion to include **out-of-unit faculty** for the 2026 HEO Drawing cycle!

- Eligible to fulltime (1.0 FTE) full faculty; FA09, FA10, FA12, FACM.
- Up to 100 eligible faculty applicants will be selected each year.
- There is no waiting period to qualify. Eligible faculty employees can participate in the next available drawing as of their first day of employment.

Exclusions

- This benefit is **not currently available to in-unit faculty**. Bargaining unit contracts will determine future participation in this scholarship benefit.
 - The HEO is not available to OPS, adjunct, courtesy, visiting positions, or part-time (less than 1.0 FTE) FA09, FA10, FA12, FACM faculty employees.
- 

HEO Scholarship – Program Expansion

What's Staying the Same!

- Eligible fulltime (1.0 FTE) staff; TEAMS, LEON, LEOE (UPD police officers, sergeants, and lieutenants).
- Up to 150 eligible staff applicants will be selected each year.
- There is no waiting period to qualify. Eligible staff employees can participate in the next available drawing as of their first day of employment.

Exclusions

- The HEO is not available to OPS positions or part-time (less than 1.0 FTE) TEAMS, LEON, LEOE employees.

Visit the [Drawing Eligibility](#) page for more information about drawing requirements.



HEO Drawing Deadlines

Submission Deadlines

(Parent's) HEO Drawing application: **Expires 1159PM, November 3, 2025**

(Child's) UF Admissions application: **Expires 1159 PM, January 15, 2026**

Please Join Us! Wednesday October 8th at Noon-130PM

HEO Lunch & Learn Information Session

Visit the [HEO program page](#) for more information about drawing requirements

HEO Coordinator, heo@admin.ufl.edu or 352-273-0149





SERVICE RECOGNITION

P R O G R A M

Service Recognition Program

UF Human Resources sponsors the Service Recognition Program which honors years of continuous service milestones in 5-year increments.

This program invites employees, during their anniversary month, to choose a gift from a special selection offered by the UF Bookstore. Employees have the option to collect their gift at the UF Bookstore or have it shipped to an address of their choice at no charge.

What's New!

- We are pleased to announce that, as of **July 1, 2025**, the Service Recognition Program has expanded to include full faculty members!
 - Additionally, as part of the program's expansion, staff and faculty who reach significant milestones of **25-50 years** (in 5-year increments) will **automatically receive a service pin**, as well as a gift of their choice.
 - The new milestone award criteria (including service pins awarded to 25–50-year milestones) **will not apply retroactively** to award participation prior to July 1, 2025.
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Milestone Criteria

Prior to July 1, 2025, this program recognized TEAMS and USPS staff employees for five-year increments of continuous service, based on their most recent date of hire.

- Current milestone criteria as of **July 1, 2025**, includes **TEAMS, USPS, FA09, FA10, FA12, and FACM employment**, in 5-year increments of continuous service, based on the employee's most recent date of hire.
- “Continuous service” starts from the most recent date of hire. If an employee leaves their position for any reason and is re-hired, their continuous service milestone is recalculated from the most recent date of hire.

25-50 Year Milestones

- Automatically receive a service pin in addition to their selected gift
- Special ceremony each spring, hosted by the Office of Vice President of Human Resources honoring those achieving milestones in the prior year.

Visit the [Service Recognition Program](#) page for more information
Program Coordinator, v.ford@ufl.edu or 352-273-0149









Important Dates

October 14 • UF Benefits & Wellness Fair
(10 a.m.-2 p.m. at the Champions Club)

October 13 - October 31 • Benefits Open Enrollment

October 17 • Holiday – UF Homecoming

October 24 • Superior Accomplishment Awards Nominations Deadline

November 3 • HEO Drawing – 11:59 PM Deadline
(Parent to Submit Drawing Application)

November 5 • HR Forum

November 6 • GBAS Fall Institute (8:30am-3:30pm at Emerson)

