



UFHR Forum

July 1, 2026

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



Agenda

- UFCE Learn over Lunch: UF ADA Compliance
- Wireless Device Directive
- UF's Immigration Compliance Community
- Florida Minimum Wage Reminder
- Employee Opportunities
- Important Dates





Compliance & Ethics

Loren Israel



UFCE Learn over Lunch: UF ADA Compliance - Learn What the ADA Compliance Office is Responsible for at UF

Join us for an informative UFCE Learn over Lunch webinar where you'll discover what the ADA Compliance Office is responsible for at UF and how their services support our campus community's accessibility needs. This session will provide valuable insights into ADA compliance requirements, available resources for faculty and staff, and practical guidance for navigating UF's ADA processes. Whether you're new to accessibility considerations or looking to deepen your understanding, this webinar offers essential knowledge that benefits everyone on campus.

Speaker: Dr. Kristin Malloy, ADA/504 Coordinator

Date/Time: Wednesday, July 22, noon – 12:50 pm

Register for this session [here](#).





Office of the CFO

Quin Evans



Wireless Communication Devices

Wireless device reimbursements are not employee benefits and are only provided when required for a documented and ongoing business need.

Eligibility: Approved if there is documented and ongoing business need (On-call or emergency roles, field-based or mobile work, after-hours availability). *Remote or Hybrid work arrangements is not sufficient justification.*

Annual Review: Reimbursements are reviewed annually. If job responsibilities change, eligibility may change.

Standardized Reimbursement: Maximum reimbursement is \$50 per month. Rate reflects market/state contract benchmarks. Reimbursement is not intended to cover full personal phone cost. Applies only to service, not equipment.

IRS Compliance & Audit: Program aligns with IRS guidelines; reimbursements are tied to non-compensatory business need.

HR Role: Program administered through CFO Office. HR does not determine eligibility or reimbursement decisions.

The purpose of the updated directive is to standardize how wireless costs are managed across the university; ensuring fairness, compliance, and alignment with actual business needs, rather than treating the payments as employee benefits.

Questions? Please email Quin Evans at quin.evans@ufl.edu for assistance
[Link to New Wireless Communication Device Directive](#)



Immigration Compliance Community

Audrey Gainey



Enhancing Immigration Services Through Shared Insight and Innovation



IMMIGRATION
Compliance Community

Who's Who in the ICC



Our Community Goals:

Dedicated to advancing excellence in immigration compliance



**FOSTER CROSS-
ORGANIZATIONAL
COLLABORATION**



**BUILD CAPACITY AND
SUPPORT
PROFESSIONAL
DEVELOPMENT**



**DRIVE INNOVATION
AND POLICY
INFLUENCE**



**FACILITATE
KNOWLEDGE
SHARING AND BEST
PRACTICES**

- Employee Relations and Ethics
- Workplace Policies and Legal Compliance
- Data Management and Privacy
- Disability Services
- Complaints and Misconduct Handling
- Health and Safety Concerns
- Immigration Compliance Community

Enhancing Immigration Services Through Shared Insight and Innovation



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Contact us at:
ics@hr.ufl.edu



Classification & Compensation

Kenya Williams



Florida Minimum Wage Reminder

- Florida voters approved an amendment in November 2020 that increases the minimum wage each year until it reaches \$15 per hour in 2026
- Effective September 30, 2026, the minimum wage will increase to \$15 per hour
- As of June 30, we identified approximately 2,709 appointments below the new minimum wage
 - Division of Student Life
 - IFAS
 - College of Journalism & Communications
 - College of Liberal Arts & Sciences
- The cost including fringe of increasing the population to the new minimum wage is approximate \$2.06M

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



Employee Opportunities

Verlissa Ford



Florida TaxWatch
GOVERNMENT
PRODUCTIVITY
AWARDS

Presented by:



UF 2026 Nomination Cycle Open Now – July 8 11:59PM!

Nomination Criteria: Achievements in process improvement, technology integration, and creative problem-solving

Nomination Eligibility: Full-time and OPS employees, staff and faculty, as well as teams of up to ten members

Award Winners: Honored with awards ceremony, plaques, and shared cash prizes from \$25,000 pool

Visit Florida Government Productivity Awards webpage for details

<https://hr.ufl.edu/professional-development/employee-awards/florida-government-productivity-awards/>

Decorative orange geometric shapes, including triangles and lines, located in the bottom right corner of the page.

Florida Government Productivity Award Criteria

Florida TaxWatch award selection committee recommend nominated projects demonstrate **key evaluation metrics** such as:

- Cost-saving
- Innovative
- Impactful
- Replicable

Florida TaxWatch will select **up to ten state winners**. Each individual OR team will receive a plaque and a cash prize from the total **prize pool of \$25,000**.

Submit Nominations by July 8, 1159PM!

UF nominations must be submitted using this link only

[Florida Government Productivity Awards](#)

Program Coordinator ppacoordinator@hr.ufl.edu or (352) 273-0149



Employee Education Program (EEP)

A professional and personal development opportunity that enables fulltime (1.0 FTE) UF staff and faculty, employed at least (6) months, to receive:

- Tuition assistance up to (6) eligible credits per semester term.
- Florida public university (or college, if TEAMS) closest to their work location.
- Must be admitted (or have expectation of admission) for fall as degree or non-degree seeking student.

Now accepting Fall 2026 Applications
UF EEP Fall Application Deadline – 5PM, August 12
Application submission and supervisory approvals due

Fall 2026 Information Session - Registration Open!

Questions? [EEP website](#) or Contact eed@admin.ufl.edu or 352-273-0149



Important Dates

July 3 • Observed Independence Day Holiday

July 8 • Florida TaxWatch Nominations Due

July 22 • UFCE Learn over Lunch - ADA Compliance Office

August 5 • HR Forum

August 12 • EEP Fall 2026 Application Deadline

