

A&P Association Special Steering Committee Meeting  
December 13, 2007  
12:00pm-1:00pm

**Attendees:** Ricky Arjune, Rachel Bukanc, Alison Cruess, Angel Cummings, Kathy Hughes, Jeanne Middleton, Michael Neglia, Kathy Ritter, Lance Taylor

**Update on request for benefits increase**

A&P requested 1) Personal Day (similar to USPA) and 2) up to 16 hours of “cash out” vacation time during the holiday period. The President declined both requests. Angel reported that they provided analysis to the President about how much it would cost A&P for the two increases to benefits. He looked at the fact that it would need to be offered to faculty along with A&P. The two main reasons he gave for declining the request:

- 1) Cost to university
- 2) Other universities are not adding benefits

**Discussion points:**

- UNF’s strong selling point to potential employees is benefits. We don’t want to lose that and we want to maintain quality staff.
- Are we losing employees? What is the turnover?
- Is there a liability to the university if employees hold on to their leave time? Does it benefit the university to implement a cash out system?
- The only school that offers a cash out system is UF.
- Are there benefit improvements that we can make if we plan better for them?
- What are other schools doing?
- What other schools offer the week off for winter break? Angel noted that USF, FAU and UNF are the only schools that do not offer it consistently.
- Where are we in terms of the market? Angel noted that the President is looking at this and will have that conversation with HR possibly in February.
- Budgets are tight and there is already discussion of cutbacks to come (4% reduction in the Spring). However, budgets always strengthen and decline. We need to look at the bigger picture and get something implemented for the future that will be last.
- We have been told that salaries are on top of the list – what is happening?
- UNF is the lowest paid of the Florida system.
- After devolution, what is our flexibility? Angel noted that we have a lot more flexibility (as is evidenced by UF’s changes post devolution).
- Are we making decisions about benefits because of the statutes in place or because “it’s always been that way?” We need to examine the statutes and guidelines.

Angel asked what the committee wants to bring forward to the President and how. **The committee answered that there is nothing to present to the President at this point.**

The group wants to explore and examine information before going forward. We have a lot of questions and ideas, but need to be focused and task oriented. We requested that Angel pull together a spreadsheet that covers the following for Florida universities:

- Holiday benefits (winter break)
- Educational benefits
- Accrual for leave and sick time
- Personal Day
- Cash out system
- Differences of benefits between A&P and USPS employees
- Bereavement leave
- Hiring freeze
- Travel (freeze, per diem)
- Employee turnover

Angel will gather the information and provide it to the committee prior to our meeting on Wednesday, January 30 at 10:00am.