

To: Chairs, Faculty and Staff, CLAS

From: Louis Guillette, Associate Dean for Research, CLAS

Re: Rule Change and Title for Postdoctoral Associates

Please be advised concerning the proposed rule change 6C1-7 that will allow faculty to appoint postdocs as Postdoctoral Associates and allow them to pay health insurance costs from their grants. Below is an excerpt from an email from Associate Provost Joe Glover explaining the nuances of the change.

**The Ruling:**

On January 7 (or within a few days after January 7), people appointed as Postdocs will become eligible for the same health benefits as other faculty. They will not, however, be eligible for retirement or accrued leave. Consequently, PIs will need to take this into account in grant budgets. During the transition period such benefits may not have been included into budgets, and there is a mechanism to continue current Postdocs in the Spring without health benefits and without additional charges to grants. That is, PIs can, for spring 2003, reappoint Postdoctoral Associates as Adjunct Postdoctoral Associates and pay them with OPS funds and no benefits.

**Notice 7 Rule 6C1-7**

<http://www.admin.ufl.edu/ddd/attach02-03/20021018Notice7.pdf>

**Excerpt from Glover**

"It [appointments] cannot be done earlier, even by the Board of Trustees, but it WILL be in effect January 7 (or within a few days after January 7). To be clear, let me spell out what is happening in the current rule change: ... Postdoctoral Associate will become a faculty title January 7. Note: these are not the same as "Postdoctoral Fellows". I will address those below. Postdoctoral Associates are hired on grants. Postdoctoral Fellows are not employed by the University.)

... In the rest of this discussion, I shall assume the Postdoctoral Associate [PA] is hired on a grant to a PI. The PA is appointed for a period of time specified by the PI, at a stipend paid by the sponsor specified by the PI, with the following fringe benefits:

- (a) Statutory fringe benefits
- (b) Medical insurance under the state plan.

The PA makes an election, like other faculty, from a menu of choices including the state PPO option and a variety of health maintenance organizations. The grant provides the "state contribution" and, just as other faculty do, the PA will have to contribute a portion.

- (c) The PA will have the same access to UF sports and recreation facilities as

other faculty titles.

(d) For the workplace, the Department Chair makes space assignments.

(e) Access to parking: same as for other faculty.

(f) No other vacation days or retirement benefits are being provided.

Now, a word about Postdoctoral Fellows.□These people are not employed by the University, and what I have written above does not apply to them.□What would be an example of such a person? For example, if NSF gives out a postdoctoral fellowship paid directly to the person, and the checks do not run through the University, then that person is not employed by the University.□That person may go to the student health center and purchase student health insurance."

### **The Cost:**

On all grants submitted as of this date. PIs should include the following calculation for postdoctoral associates:

1. Salary -based on agency allowance
2. Fringe of 7.65%
3. Insurance cost of \$2643 ( $110.12 * 24$  pay periods) for single person and \$5404 ( $225.17 * 24$  pay periods) for family unit per year until January 9, 2003.□ Starting January 10,2003, the cost will be \$2986.32 per year (\$248.86 monthly)or an individuals and \$6106.56 per year (\$508.88 monthly)for a family.□Further, remember, that these figures are very likely to increase each year and you should plan accordingly.