UC Retirement Plan 1976 Tier Summary Plan Description

FOR MEMBERS WITH SOCIAL SECURITY

UNIVERSITY
OF
CALIFORNIA

UC Retirement Plan 1976 Tier Summary Plan Description for Members with Social Security

Listed below are telephone numbers and website and correspondence addresses for some of the resources UC employees routinely use.

UC EMPLOYEE WEBSITE

ucnet.universityofcalifornia.edu

RETIREMENT ADMINISTRATION SERVICE CENTER (RASC)

rasc.universityofcalifornia.edu

Secure message (email): Sign in to your UCRAYS account at retirementatyourservice.ucop.edu and select "Messages"
Survivor and beneficiary support: 1-888-825-6833 (includes after-hours voicemail option)
RASC main line: 1-800-888-8267, Monday–Friday, 7 a.m. to 4:30 p.m. (PT)
International callers: 1-510-987-0200
Mail: UC Retirement Administration Service Center, P.O. Box 24570, Oakland, CA 94623-1570
Fax: 1-800-792-5178

LOCAL BENEFITS OFFICES

UC Berkeley: 510-664-9000, option 3

UC Davis: 530-752-1774

UC Davis Health: 916-734-8099

UC Irvine: 949-824-0500

UC Irvine Health: 949-824-0500

UCLA: 310-794-0830

UCLA Health: 310-794-0500

UC Merced: 209-355-7178

UC Riverside: 951-827-4766

UC San Diego: 858-534-2816

UC San Diego Health: 619-543-3200

UCSF: 415-476-1400

UCSF Health: 415-353-4545

UC Santa Barbara: 805-893-2489

UC Santa Cruz: 831-459-2013

Agriculture & Natural Resources: 530-752-1774

ASUCLA: 310-825-7055

UC College of the Law, San Francisco (formerly UC Hastings): 415-565-4703

UC Office of the President: 855-982-7284

Lawrence Berkeley National Lab: 510-486-6403

INVESTMENT OVERSIGHT

UC Office of Chief Investment Officer
Chief Investment Officer's website: ucop.edu/investment-office

Written correspondence should be sent to:
Office of the Chief Investment Officer of The Regents
University of California
Office of the President
1111 Franklin St
Oakland, CA 94607-9828

BENEFITS FROM OTHER SOURCES

For information on plans and services that may have an impact on your retirement benefits, such as Social Security, CalPERS or other retirement plans and agencies, contact the appropriate agency.

Social Security Administration: 800-772-1213
Social Security website: socialsecurity.gov

CalPERS: 888-225-7377
CalPERS website: calpers.ca.gov

CalSTRS: 800-228-5453
CalSTRS website: calstrs.com

IF YOU MOVE

It is your responsibility to notify the Plan Administrator of your new mailing address. UC uses the address on file as the address of record for you and your beneficiaries. Failure to keep your address current could reduce your benefits in the retirement savings plans because the Plan Administrator may charge the costs of attempting to locate missing participants against the accumulations of separated participants with incorrect addresses.

If you are an active UC employee or retiree, you can change your address by signing in to your UC Retirement At Your Service (UCRAYS) account at retirementatyourservice.ucop.edu.

If you're no longer working for UC or do not have internet access, you can also notify UC Human Resources by calling the UC Retirement Administration Service Center at 800-888-8267. Or, if you have Internet access, select "HR Forms & Publications" on UCnet and print and complete form UBEN 131 (*UC Human Resources Address Change Notice*) and mail it to UC Human Resources.

Retirement Plan: Summary Plan Description

For 1976 Tier Members with Social Security

The University of California Retirement Plan (UCRP or the Plan) provides retirement benefits for eligible employees (and their eligible survivors and beneficiaries) of the University of California and its affiliate, UC Law San Francisco (Formerly UC Hastings). UCRP also provides disability and death benefits and, for certain members, a Capital Accumulation Payment (CAP).

UCRP is a tax-qualified governmental defined benefit pension plan. Eligible employees automatically become members of UCRP as a condition of employment. Benefits are determined by defined formulas that vary according to the type of benefits payable (for example, retirement, disability or survivor benefits). The formulas are based on such factors as a member's salary, age, years of service credit and membership classification. The Plan is funded by employer and employee contributions.

The provisions of UCRP are subject to collective bargaining for represented employees.

Are you in a domestic partnership?
Eligibility rules for domestic partners are different for health and welfare benefits and for UCRP benefits. See page 26, or check out "Establishing a domestic partnership" on UCnet (ucal.us/domesticpartnership), to make sure you've established your partner's eligibility for UCRP survivor benefits.

Membership

The Plan includes four membership classes:

- Members who pay into Social Security
- Members who opted out of Social Security coverage, other than Safety members
- Members with Tier Two benefits and
- Safety members

Active members in each of the first two member classes accrue benefits in one of four member tiers—the 1976 Tier, the 2013 Tier, the Modified 2013 Tier and/or the 2016 Tier. A member who first becomes eligible to participate in UCRP on or after July 1, 2016, will accrue benefits in the 2016 Tier. A member who began accruing UCRP benefits before July 1, 2016, will continue accruing UCRP benefits under his/her current tier until he or she has a tier break in service (see definition on page 25). If the member returns to eligible UC employment on or after July 1, 2016, following a tier break in service and again becomes a UCRP member, the member will accrue additional service under the 2016 Tier.

This summary plan description is directed to members currently accruing benefits under the 1976 Tier. The provisions starting at page 29 provide additional information for members who also accrued benefits under the 2013 or 2016 Tier. The provisions described here are subject to collective bargaining for represented employees.

All other members and those who have University service in more than one membership classification should refer to the appropriate summary plan description(s) because benefits and other provisions vary.

SOCIAL SECURITY

UCRP members with Social Security pay Social Security taxes. The Social Security tax rate is currently 7.65 percent. Of this, the member pays 6.2 percent on earnings up to the Social Security wage base ($176,100 in 2025) for Old Age, Survivors and Disability Insurance (OASDI) and 1.45 percent on all earnings for Medicare hospital insurance (Part A). These taxes are calculated based on the member's wages each pay period, after any pretax deductions for medical plan premiums, flexible spending accounts and the Pretax Transportation Program.

Contact the Social Security Administration for more information about Social Security eligibility and benefits, including an estimate of future retirement benefits (see inside front cover).

ELIGIBILITY AND MEMBERSHIP

Retirement plan membership is automatic and mandatory for eligible employees and begins the first day of an eligible appointment. An eligible appointment is 50 percent time or more on a fixed or variable basis for one year or longer.

Employees with limited appointments, employees in contract positions, employees in "noncareer" positions at the Lawrence Berkeley National Laboratory and certain academic employees may become eligible for membership after working 1,000 hours in a rolling, continuous 12-month period. (Employees in a Non-Senate Instructional Unit qualify for UCRP membership after working 750 hours in an eligible position.) Membership is effective no later than the first of the month following the month in which 1,000 hours (or 750 hours) is reached.

EXCEPTIONS:

A University employee is not eligible for Plan membership if he or she:

- Is a contributing member of another retirement plan to which the University contributes on the employee's behalf (e.g., CalPERS)
- Is at the University primarily to obtain education or training
- Receives pay under a special compensation plan but receives no covered compensation (see "Plan Definitions" on page 25)
- Is in a per diem or floater appointment
- Is appointed as a Regents' Professor or Regents' Lecturer or
- Is an employee hired as a visiting appointee on or after Aug. 1, 1989

Once you become a UCRP member, active membership continues until you have a break in service (see "Plan Definitions" on page 25). Membership is not affected by a reduction in appointment without a break in service. Benefits change if you transfer to a position eligible for Safety benefits.

VESTING

To vest means to acquire certain rights. Once vested, you generally have a non-forfeitable right to receive UCRP retirement benefits upon leaving the University and reaching retirement age. You must earn five or more years of service credit to be vested.

You become vested in your Plan benefits whether you earn all service credit as a member in one UCRP membership class or tier or in multiple UCRP membership classes and tiers.

For the Capital Accumulation Payment (CAP) benefit, vesting is immediate—regardless of the member's eligibility for other Plan benefits (see "Capital Accumulation Payment" on page 9).

INACTIVE MEMBERSHIP

You become an inactive member upon leaving University employment and retain the right to future retirement benefits by leaving your accumulations (employee contributions plus interest) in the Plan, provided you satisfy one of the following criteria:

- Have at least five years of service credit
- Are eligible for reciprocity (see "Reciprocity" at right)
- Were medically separated from University employment and are eligible to apply for UCRP disability income (see "Disability Income" on page 18)
- Are a faculty member of a University medical school who has been appointed by the Veterans Administration to a University-affiliated hospital and, as a result, receives no further covered compensation or
- Became a Plan member on July 1, 1989, or earlier and reached age 62 while still an eligible employee

After leaving the University, an inactive member may, at any time before (and in lieu of) retiring, request a refund of accumulations. If you elect a refund of accumulations, you waive the right to any future Plan benefits, except that you are entitled to a CAP benefit, which will be paid at the same time (see "Refund of Accumulations" on page 10).

If you leave before becoming an inactive member (that is, a member with five years of service credit), you may also request a distribution of your accumulations at any time. You will lose any service credit you have accrued unless you later return to UC employment and reestablish it (see "Service Credit Purchase" on page 8).

RECIPROCITY

Both UCRP and CalPERS have reciprocity provisions to ensure continuity of benefits for members who change employers and transfer between the two retirement systems under certain circumstances. If you qualify for UCRP/CalPERS reciprocity, service credit accrued under both systems can be used to determine whether you are vested in your benefits under both retirement systems. Also, covered compensation earned under both systems can be used to determine your highest average plan compensation under both systems. The reciprocity provisions do not apply to eligibility for retiree health benefits.

To establish reciprocity, you must:

- Be employed under the new retirement system within 180 days of leaving employment under the former system
- Leave your accumulations (if any) in the former system and
- Elect reciprocity by completing the proper forms (see below)

When you elect UCRP/CalPERS reciprocity, funds are not transferred from one retirement system to the other. You are a member of both systems. You are subject to membership and benefit obligations and rights of each system. You must retire under both systems on the same date for the benefits of reciprocity to apply.

To establish reciprocity at UC, you must complete form UBEN 157 (*Election of Reciprocity*) and send it to UC Human Resources. The form is part of the *UCRP/CalPERS Reciprocity Fact Sheet*, available on UCnet (ucal.us/reciprocity) or from your local Benefits Office. To find out how to establish reciprocity at CalPERS, call CalPERS directly (see inside front cover). As long as you remain eligible under the guidelines listed above, you may establish UCRP/CalPERS reciprocity at any time.

A provision for concurrent retirement is available for UCRP members who are also members of the California State Teachers' Retirement Defined Benefit Program (CalSTRS). You are eligible for concurrent retirement if you:

- Become an active UCRP member on or after July 1, 2002
- Are a member of CalSTRS and
- Elect UCRP retirement income or a lump sum cashout after July 1, 2002
- Have satisfied the applicable age and service requirements for early retirement

Members eligible for concurrent retirement receive benefits similar to those for reciprocity. CalSTRS has similar concurrent retirement provisions that apply to UCRP members; for more information about CalSTRS concurrent retirement, contact CalSTRS directly.

Contributions

FUNDING THE PLAN

Plan benefits are funded by contributions from both the University and active members and by the investment earnings thereon. Wages on which contributions are assessed are called covered compensation. Contributions and earnings are held in a trust fund and constitute a single pool of assets. Annual actuarial valuations determine the Plan's liabilities (that is, projected benefits to be paid) and the funding status.

The UC Board of Regents periodically adjusts University and member contributions to maintain adequate funding levels.

UNIVERSITY CONTRIBUTIONS

University contributions are used to pay Plan benefits for all members, and are not allocated to individual member accounts.

MEMBER CONTRIBUTIONS

Effective July 1, 2014, active members make contributions to UCRP equal to 8 percent of covered compensation less $19 per month. Adjustments to member contributions are subject to collective bargaining.

UCRP contributions are deducted automatically from your gross wages each pay period and allocated to your account. Your contributions to the Plan are deducted on a pretax basis and, therefore, reduce your taxable income (see "Taxes on Distributions" on page 22).

Member contributions are credited with interest at a stated rate (currently 6 percent). A record of each member's UCRP contributions and interest is maintained in a Plan accumulations account.

Service Credit

Service credit is the measure of time you have participated in the Plan in one or more membership classes or tiers. Service credit is used to determine eligibility for most benefits and to calculate benefits such as monthly retirement.

Service credit is earned whenever you receive covered compensation for an eligible appointment. The maximum that you can earn for a year of full-time work is one year of service credit. Part-time or variable-time work results in a proportionate amount of service credit. For example, if you work 50 percent time for one year, you receive one-half year of service credit.

SICK LEAVE

If you retire within four months after leaving the University, any unused sick leave is converted to service credit. Eight hours of unused sick leave converts to approximately one day of service credit. Sick leave converted to service credit cannot be used to reach the five years of service credit needed to be eligible for retirement benefits. But, because service credit is part of the benefit formula, this additional service credit may increase your monthly retirement income. Service credit for sick leave is also used to determine eligibility for retiree health benefits.

DISABILITY STATUS

If you become disabled and receive UCRP disability income, you continue to earn service credit at the same rate earned during the 12 months of continuous service just before your disability date.

You continue to earn service credit until or unless increased service credit would cause your retirement benefit, if you were to retire, to exceed your disability benefit.

PARTIAL-YEAR CAREER APPOINTMENTS

If you work full time during a 9-, 10-, or 11-month partial-year appointment, you earn one year of service credit for each Plan year. If you work part time during a partial-year appointment, you earn proportionate service credit. For example, if you work 50 percent time during a partial-year appointment, you earn one-half year of service credit. See page 27 for an explanation of the potential effect of a partial-year career appointment on your highest average plan compensation (HAPC).

MILITARY LEAVE

If you return to University service in accordance with your reemployment rights following a military leave, you receive service credit for the time spent in uniformed service and for a period following uniformed service, provided you return to work when the leave ends, pay any required employee contributions and satisfy other applicable requirements.

You earn service credit for military leave at the same rate earned during the 12 months of continuous service just before the leave. For example, if you earned three-fourths of a year of service credit in the 12 months just before military leave, you will earn three-fourths of a year of service credit for a year of military leave.

The Retirement Administration Service Center or your local Benefits Offices can provide more information about establishing service credit for military leaves. You'll need to submit form UBEN 132 (*Service Credit Verification*) with documentation to the address on the form.

LEAVE WITHOUT PAY

You do not earn service credit during a leave without pay, but you may be able to purchase service credit, if the leave was approved (see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase).

SABBATICAL OR PAID LEAVE

During a sabbatical or paid leave, you earn service credit in proportion to the percentage of full-time pay you receive. For example, if you are on sabbatical leave at two-thirds pay for one year, you receive two-thirds of a year of service credit, but you may be able to purchase service credit for the unpaid portion of your leave, if the leave was approved (see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase).

EXTENDED SICK LEAVE

You earn up to 80 percent of service credit for periods of extended sick leave during which you receive Workers' Compensation, but you may be able to purchase service credit for any remaining percentage (see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase).

TIME REDUCTION INCENTIVE PLAN (TRIP)

TRIP, a temporary workforce reduction program, was in effect from Aug. 1, 1992, through June 30, 1995. TRIP participants were eligible to accrue one full month of service credit for each month during the period of their TRIP agreement if they worked at least 75 percent time each month during the entire period and fulfilled all other terms of the agreement. If these conditions were not met, see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase.

STAFF AND ACADEMIC REDUCTION IN TIME (START) PROGRAM

START was a temporary workforce reduction program in effect from June 1, 2003, through June 30, 2006, and from July 1, 2008, through Dec. 31, 2010. START participants accrued UCRP service credit for each month during the START period at the same rate as was accrued before the START period if they remained on pay status at least 50 percent of full-time each month and fulfilled all other terms of the START agreement. UCRP service credit during the START period is reduced for periods of leave without pay or other periods of time off pay status not reflected in the START agreement.

FURLOUGH

Employees on furlough from Sept. 1, 2009, through Aug. 31, 2010[1], accrued UCRP service credit for each month during the furlough period at the same rate they accrued prior to the furlough period.

[1] Furlough periods for some union employees may differ.

Service Credit

PAST SERVICE

If you have previous Plan membership, you retain service credit for the earlier period if you leave your accumulations in the Plan upon leaving the University. If you previously received a refund of accumulations for the earlier period, you may purchase service credit for the earlier period, subject to the rules described in the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase. If you previously retired and received a lump sum cashout, you may not purchase service credit for any period before the cashout date.

NONCONTRIBUTORY SERVICE

Those who were Plan members during the period July 1, 1966, through June 30, 1971, earned service credit as usual, although they were not required to contribute until the July 1 after they reached age 30, or, for those who were already age 30, until the July 1 after one full year of service. At retirement, the member's benefit is reduced because there were no member contributions during this period.

For approved leaves (including military leaves) during the noncontributory period (July 1, 1966, through June 30, 1971), members earned service credit, although neither the member nor the University contributed to the Plan. At retirement, the member's benefit is reduced because there were no member or University contributions during this period.

For more details, see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase.

Service Credit Purchase

"Service credit purchase" (formerly called "buyback") is payment to establish service credit for eligible leaves, to reestablish service credit for previous UCRP membership, or to eliminate a noncontributory offset. The service credit purchase option is available only to active UCRP members.

A SERVICE CREDIT PURCHASE IS AVAILABLE FOR:

APPROVED LEAVES

Approved leave without pay; partially paid sabbatical leave; extended sick leave; temporary layoff or furlough (except during a partial-year career appointment); incomplete TRIP agreement or completed TRIP agreement of less than 75 percent time; and reduction in appointment under Temporary Reduction In Time (TRIT) from July 1, 1993, to Oct. 28, 1993; or

PREVIOUS UCRP MEMBERSHIP

UCRP service for which a refund of accumulations was received; or

ELIMINATING NONCONTRIBUTORY OFFSETS

The noncontributory offset, which affects many who were members during the period July 1, 1966, through June 30, 1971; and the leave offset, which affects all who took an approved leave during the period July 1, 1966, through June 30, 1971.

A SERVICE CREDIT PURCHASE IS NOT AVAILABLE FOR:

- Any break-in-service period
- Any period of ineligible service, such as temporary employment or indefinite layoff
- Any furlough during a partial-year career appointment
- A completed TRIP agreement of 75 percent time or more (the member accrued 100 percent of service credit for the period)
- A reduction in appointment (except under a TRIT agreement)
- Any period of CalPERS membership
- Any period of service that preceded a lump-sum cashout
- Any period of less than four weeks, unless necessary for vesting purposes
- Any period of military leave July 1, 1966, or later (the member receives full service credit without making contributions; for military leaves from July 1, 1966, through June 30, 1971, however, the leave offset applies) or
- A CAP distribution

You can find complete service credit purchase information as well as instructions in the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase.

Capital Accumulation Payment

For certain UCRP members, the CAP provides a supplement to other UCRP benefits. The CAP benefit is based on allocations made to UCRP member accounts on certain dates. Each allocation was calculated as a percentage of covered compensation during a specified period.

CAP allocations made in 1992, 1993 and 1994 earn interest equal to an annual percentage yield of 8.5 percent.

Allocations made in 2002–2003 earn interest equal to the UCRP assumed earnings rate, an annual percentage yield of 6.75 percent as of Jan. 1, 2020.

Interest is credited monthly.

CAP benefits are fully vested. They are payable in a lump sum when you leave University employment[2] and:

- Elect to receive a refund of Plan accumulations (or have no Plan accumulations to be refunded)
- Elect a lump sum cashout
- Elect retirement income or
- Begin receiving UCRP disability income

You can also take a distribution of your CAP balance, if any, when you leave University employment and become an inactive Plan member as long as any other UCRP accumulations remain in the Plan.

Payment of the CAP balance after a member's death is considered a death benefit (see "Death Benefits" on page 16).

See the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice) for information about rolling over your CAP balance.

CAPITAL ACCUMULATION PAYMENTS

Allocation Date	Percentage of Covered Compensation	Eligibility Requirements
April 1, 1992	5% of covered compensation paid during calendar year 1991	Active UCRP member continuously from 12/31/1991–4/1/1992
July 1, 1992	2.5% of covered compensation paid 7/1/1991–6/30/1992	Active UCRP member on 6/1/1992
July 1, 1993	2.5% of covered compensation paid 7/1/1992–6/30/1993	Active UCRP member on 7/1/1993
Nov. 1, 1993	5.26% of covered compensation paid 7/1/1993–10/31/1993	• Active UCRP member on 10/1/1993, and • Salary reduced by 5% as of 10/1/1993. under the '93–94 Salary Plan; or participating in TRIP as of 10/1/1993
July 1, 1994	2.67% of covered compensation paid 11/1/1993–6/30/1994	• Active UCRP member on 6/1/1994, and • Salary reduced by 2.6% as of 6/1/1994, under the '93–94 Salary Plan; or participating in TRIP as of 6/1/1994; or AFSCME member with salary reduced by 4.16% as of 6/1/1994
April 1, 2002	3% of covered compensation paid 4/1/2001–3/31/2002	Active UCRP member on 4/1/2002
April 1, 2003	5% of covered compensation paid 4/1/2002–3/31/2003	Active UCRP member on 4/1/2003

[2] For UCRP members employed at Los Alamos National Laboratory as of May 31, 2006, who opted to transfer their UCRP accrued benefits to the Los Alamos National Security, LLC, Defined Benefit Pension Plan, CAP benefits are not payable until they leave LANS employment. For UCRP members employed at Lawrence Livermore National Laboratory as of Sept. 30, 2007, who opted to transfer their UCRP accrued benefits to the Lawrence Livermore National Security, LLC, Defined Benefit Pension Plan, CAP benefits are not payable until they leave LLNS employment and must be paid at retirement.

Refund of Accumulations

Upon leaving University employment, you may receive a distribution of your Plan accumulations (your contributions plus interest) or leave them in the Plan (University contributions must remain in the Plan). You also may take your CAP balance, if any.

If you are eligible for inactive membership, however, a refund of accumulations cancels your right to any future Plan benefits based on that period of service unless you return to University employment and reestablish the service credit (see the *UCRP Service Credit Purchase Guide*, available online at ucal.us/purchase).

If you request a distribution of your money in the Plan, you must also request a distribution of your CAP balance, if any. To request a distribution of Plan accumulations and CAP, you must complete form UBEN 142 (*Distribution Request—Refund of Accumulations*) and UBEN 142CAP (*Distribution Request—CAP Balance*), and send both forms to UC Human Resources. Distribution forms are available from your local Benefits Office or from the UC Retirement Administration Service Center.

A refund of any remaining accumulations after your death is considered a death benefit (see “Death Benefits” on page 16).

See the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice) for information about rolling over your accumulations.

Lump Sum Cashout

The lump sum cashout is a present value projection of your lifetime basic retirement income as of the cashout date and includes assumed cost-of-living increases. It is an option available when you leave University employment and are eligible to retire (see “Retirement Benefits” on page 11 for eligibility requirements).

You may choose the lump sum cashout in lieu of monthly retirement income. However, if you have drawn UCRP retirement income and later return to University employment and to active UCRP membership, you may not elect the lump sum cashout upon subsequent separation.

If you elect the cashout, you forfeit all other retirement benefits (such as the temporary Social Security supplement and credit for converted sick leave) and death benefits (such as the basic death payment, the postretirement survivor continuance and contingent annuitant benefits). If you are eligible for the guarantees (see “Minimum Benefit Guarantees” on page 17), these are also forfeited. You also forfeit eligibility for retiree medical, dental, vision and legal benefits, if any.

If you elect the lump sum cashout and die before payment is made, the cashout will be paid to your beneficiary.

ELECTING A LUMP SUM CASHOUT

To receive a lump sum cashout, you must obtain an election form from the UC Retirement Administration Service Center or your local Benefits Office and submit it to UC Human Resources along with any other required forms or documents. (If you’re an inactive member, call the UC Retirement Administration Service Center to request a lump sum cashout.) Your cashout date cannot be earlier than the first of the month in which the request is received by UC Human Resources or the day following your separation from University service, whichever is later.

UC Human Resources must receive your election form no more than 90 days before or 90 days after the cashout date you are requesting. After receiving your election form, UC Human Resources will send you a confirmation letter. After you receive the confirmation letter, you do not have to take any further action to receive your lump sum cashout. If you do not receive a confirmation letter within a reasonable time, contact the UC Retirement Administration Service Center or your Benefits Office. You may cancel or change your election at any time up to your cashout date (or 15 days after your confirmation letter is sent, if later). After that time, your lump sum cashout election becomes irrevocable.

See the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice) for information about rolling over your lump sum cashout.

Retirement Benefits

You can elect to retire and receive benefits at any time after you become eligible—that is, when you reach age 50 and leave University employment with at least five years of service credit.[3]

If You Leave UC and Don't Retire
In most cases, vested members who leave University employment at or before age 60 and do not, or are not eligible to, retire at the time they separate should not delay electing retirement benefits past age 60. Generally, at age 60, an inactive member will have attained the maximum UCRP benefit payable under the Plan. No retroactive benefits will be paid to inactive members who delay electing retirement benefits past age 60.

BASIC RETIREMENT INCOME

Basic retirement income is your normal monthly lifetime benefit. This basic amount is adjusted if you want to provide monthly survivor income in addition to the postretirement survivor continuance for a spouse or domestic partner (see page 13), or if you want to provide monthly income for another person (see "Alternate Monthly Payment Options" on page 13). An additional adjustment is required if the monthly benefit exceeds maximum benefit levels. See "Limitations" on page 15 and "Internal Revenue Code Provisions" on page 21.

Basic retirement income is a percentage of your average salary, or HAPC (highest average plan compensation; see definition on page 27), minus a standard reduction to account for Social Security taxes the University has paid on the member's behalf and/or for any noncontributory/leave offset (see "Noncontributory Service" on page 8). The percentage is based on your service credit and age at retirement.

ELECTING RETIREMENT INCOME

To elect retirement income, first read the *Retirement Handbook*, available on UCnet or from the local Benefits Offices or the UC Retirement Administration Service Center. Once you have read this booklet, contact your local Benefits Office or UC Retirement Administration Service Center to confirm retirement procedures; they vary by UC location.

Your retirement date cannot be earlier than the first of the month the request is submitted.

HOW RETIREMENT INCOME IS CALCULATED

The calculation of basic retirement income is a two-step process:

1. **Calculate the benefit percentage (not to exceed 100%):**

   Service credit x age factor

   The age factor is based on your age in complete years and months on the date of your retirement as shown in the chart on page 12.

   Example:
   You retire at age 60 (age factor .0250), with 20 years of service credit.

   20 years x .0250 = 50.0% (benefit percentage)

2. **Multiply the benefit percentage by your highest average plan compensation or HAPC**

   HAPC is your average monthly salary (full-time equivalent compensation—100 percent of covered compensation that would be paid for a normal, regular full-time position) calculated over the highest 36 continuous months preceding retirement. This is usually, although not necessarily, the period just before employment ends. For members with Social Security, HAPC is reduced by $133 to account for the University's contributions to Social Security. Also see the definition on page 27.

   Example:
   Your benefit percentage is 50.0 percent. The HAPC is $4,133.

   50.0% of ($4,133 – $133 = $4,000) = $2,000

   Your basic retirement income is $2,000 per month.

For adjustments to HAPC for disabled or inactive members who retire, see "Cost-of-Living Adjustments" on page 18.

If you have noncontributory service, an offset is applied to your basic retirement income (see "Service Credit—Noncontributory Service" on page 8).

If you participated in the Strict Full Time Salary Plan or had a partial-year career appointment, ask your Benefits Representative for information about your basic retirement income.

[3] Employees who became UCRP members on or before July 1, 1989, are vested regardless of service credit if they leave University employment in an eligible position after reaching age 62.

Retirement Benefits

TEMPORARY SOCIAL SECURITY SUPPLEMENT

If you retire before age 65, you receive a temporary supplement from UCRP, paid through the month of your 65th birthday (or through the month of death, if earlier). In effect, the supplement temporarily restores the Social Security reduction applied to the HAPC. The supplement is calculated as follows:

Benefit percentage x $133 = monthly temporary supplement (not to exceed $133)

Example
50.0% x $133 = $66 monthly temporary supplement

$2,000 basic retirement income
+ 66 temporary supplement
$2,066 total monthly income

You will receive $2,066 to age 65.
After age 65, you will receive $2,000 for life.

NONCONTRIBUTORY/LEAVE OFFSET

If you have noncontributory service, the retirement benefit is reduced because of contributions you have not made. (See "Noncontributory Service" on page 8 for additional information.) The retirement benefit is the higher of the two following calculations:

- One that counts service credit accrued during the noncontributory period and includes an offset based on the balance at the time of retirement and
- One that excludes service credit accrued during the noncontributory period and the offset

If you took an approved leave (including military leave) during the noncontributory period, a further reduction is applied to account for University contributions that were not made.

RETIREMENT AGE FACTORS

Age	Complete Months from Last Birthday to Retirement Date											
	0	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**
50	.0110	.0111	.0112	.0114	.0115	.0116	.0117	.0118	.0119	.0121	.0122	.0123
51	.0124	.0125	.0126	.0128	.0129	.0130	.0131	.0132	.0133	.0135	.0136	.0137
52	.0138	.0139	.0140	.0142	.0143	.0144	.0145	.0146	.0147	.0149	.0150	.0151
53	.0152	.0153	.0154	.0156	.0157	.0158	.0159	.0160	.0161	.0163	.0164	.0165
54	.0166	.0167	.0168	.0170	.0171	.0172	.0173	.0174	.0175	.0177	.0178	.0179
55	.0180	.0181	.0182	.0184	.0185	.0186	.0187	.0188	.0189	.0191	.0192	.0193
56	.0194	.0195	.0196	.0198	.0199	.0200	.0201	.0202	.0203	.0205	.0206	.0207
57	.0208	.0209	.0210	.0212	.0213	.0214	.0215	.0216	.0217	.0219	.0220	.0221
58	.0222	.0223	.0224	.0226	.0227	.0228	.0229	.0230	.0231	.0233	.0234	.0235
59	.0236	.0237	.0238	.0240	.0241	.0242	.0243	.0244	.0245	.0247	.0248	.0249
60+	.0250											

Example: For a member born on March 8, 1958, and retired on July 1, 2017, the age factor is .0240 (59 years plus three months).

POSTRETIREMENT SURVIVOR CONTINUANCE

If you die while receiving retirement income, part of your retirement benefit is paid to your surviving spouse, or surviving domestic partner (the marriage or domestic partnership must have existed for at least one year before your retirement and continuously until your death), or if none, to the eligible children, or if none, to the eligible dependent parents (see the definition on page 26). If your survivor dies while receiving this benefit, benefits are paid to the next eligible survivor for as long as someone is eligible.

Note: State and/or UC documentation of a domestic partnership is required; see the definition on page 26 and the *Benefits for Domestic Partners* booklet, available on UCnet, for more information.

Postretirement survivor continuance:

- Is not optional
- Is built into the retirement benefit (basic retirement income is not reduced to pay for it) and
- May be paid only to those eligible as described above

HOW POSTRETIREMENT SURVIVOR CONTINUANCE IS CALCULATED

25% of your basic retirement income = postretirement survivor continuance

(plus, if you were not yet age 65 at the time of death: 25% of temporary Social Security supplement, which is called the temporary continuance)

Example
Using the example from page 11 of a member who retired at age 60 with 20 years of service credit, the postretirement survivor's continuance is:

25% of $2,000 = $500	basic retirement continuance
+ 25% of $66 = $16	temporary continuance
$516	total monthly income

When you die, your surviving spouse or domestic partner or other eligible survivor receives $516 each month until you would have reached age 65; the benefit is then reduced to $500 per month. If your eligible survivors die first, your benefit is not affected.

For members who elected Social Security coverage in 1976 or 1977, the Plan guarantees a minimum survivor benefit (see "Minimum Benefit Guarantees" on page 17).

ALTERNATE MONTHLY PAYMENT OPTIONS

If you want to provide a monthly lifetime benefit for another person—called a contingent annuitant—several options are available.

The contingent annuitant is a person you choose, and you may choose only one. The selection of the option and contingent annuitant becomes irrevocable on the retirement date on the election form (or 15 days after the date of the letter confirming that your election has been received, if later). See "Electing Retirement Income" on page 11. Also, there are legal and financial considerations when designating a contingent annuitant (see "Designation of Beneficiary or Contingent Annuitant" on page 23).

If you are married or have a registered domestic partner and designate someone other than your legal spouse or partner as a beneficiary or contingent annuitant, you need to consider the spouse's/partner's community property rights. See "Community Property" on page 23 for more information.

To provide a contingent annuitant benefit, you receive a reduced retirement benefit for life. The amount of the reduction varies according to the option you choose as well as the average life expectancy of you and the contingent annuitant. If the person you name as contingent annuitant dies before you, you cannot name another contingent annuitant and your benefit will not be adjusted.

Please note that an Internal Revenue Code regulation places a limitation on the extent your monthly benefits can be reduced to provide for a non-spouse contingent annuitant who is more than ten years younger than you. As a result, some or all of the alternate payment options may not be available for you to elect if the contingent annuitant is more than ten years younger than you. (See "Minimum Distribution Incidental Benefit" on page 21 for more information.)

Before the reduction in your benefit is calculated, the 25 percent postretirement survivor continuance is set aside. The remaining 75 percent of your basic retirement income is adjusted for the payment option selected. This adjusted portion is referred to as the option portion. If no one is eligible for the postretirement survivor continuance at the time of retirement, the entire basic retirement income is adjusted for the payment option.

Your benefit consists of both parts—the 25 percent survivor continuance portion and the option portion—for as long as you live. The benefit paid to your contingent annuitant when you die is based only on the option portion. The contingent annuitant, if eligible, will also receive the post-retirement survivor continuance when you die.

Retirement Benefits

Alternate monthly payment options are:

OPTION A

Full Continuance to Contingent Annuitant

You receive a reduced monthly benefit for life. When you die, the contingent annuitant receives a lifetime monthly benefit equal to the option portion.

Example[4]
Spouse or domestic partner is contingent annuitant

Basic retirement income is $2,000. Your spouse or domestic partner is eligible for the 25 percent ($500) postretirement survivor continuance; you also want to provide your spouse or domestic partner with an additional monthly lifetime benefit. You name your spouse or domestic partner as contingent annuitant and choose Option A.

Step 1
The 25% ($500) survivor continuance is set aside.

$2,000 – $500 = $1,500 (the remaining 75 percent)

Step 2
The reduction factor, in this case 0.910825, is applied to the remaining 75 percent.

0.910825 x $1,500 = $1,366.24 (option portion)

Step 3
The 25 percent survivor continuance is added back.

$1,366.24 + $500 = $1,866.24 (your monthly benefit)

Your monthly retirement benefit is $1,866.24, to be paid every month for life. Thereafter, your spouse or domestic partner will receive both the $500 survivor continuance and the option portion of $1,366.24, for a total monthly benefit of $1,866.24 (the same amount you received).

Example[4]
Spouse or domestic partner is not contingent annuitant

In this example, your spouse or domestic partner is eligible for survivor continuance, but you name someone else—for example, a cousin—as contingent annuitant.

The calculation and your benefit are the same as in the example above. When you die, your surviving spouse or domestic partner receives the $500 survivor continuance and the contingent annuitant receives the $1,366.24 option portion.

Each benefit is paid for the recipient's lifetime. Options B and C are calculated and paid in the same way as Option A; only the reduction factors differ.

Example[4]
Postretirement survivor continuance is not payable

In this example, you have no eligible survivors but want to provide for a friend. You choose Option A with the friend as contingent annuitant. Because no one is eligible for the survivor continuance, the option payment is based on the entire basic retirement income of $2,000.

0.910825 x $2,000 = $1,821.65 monthly retirement benefit

You receive $1,821.65 each month for life. Thereafter, the friend—as contingent annuitant—receives $1,821.65 each month for life. Options B and C are calculated and paid in the same way as Option A; only the reduction factors differ.

OPTION B

Two-Thirds Continuance to Contingent Annuitant

You receive a reduced monthly benefit for life. When you die, the contingent annuitant receives a lifetime monthly benefit equal to two-thirds of the option portion.

You name your spouse or domestic partner as contingent annuitant and choose Option B.

Example[4]

Step 1
The 25 percent ($500) survivor continuance is set aside.

$2,000 – $500 = $1,500 (the remaining 75 percent)

Step 2
The reduction factor, in this case 0.938729, is applied to the remaining 75 percent.

0.938729 x $1,500 = $1,408.09 (option portion)

Step 3
The 25 percent survivor continuance is added back.

$1,408.09 + $500 = $1,908.09 (your monthly benefit)

Your monthly retirement benefit is $1,908.09, to be paid every month for life. Thereafter, your spouse or domestic partner will receive both the $500 survivor continuance and two-thirds of the option portion (in this case 2/3 x $1,408.09 = $938.73), for a total monthly benefit of $1,438.73.

[4] The example assumes that both you and your contingent annuitant are age 60. If your ages are different, the dollar amounts will vary somewhat because different reduction factors will be used. Amounts are rounded down to the nearest dollar.

OPTION C

One-Half Continuance to Contingent Annuitant

You receive a reduced monthly benefit for life. When you die, the contingent annuitant receives a lifetime monthly benefit equal to one-half of the option portion.

You name your spouse or domestic partner as contingent annuitant and choose Option C.

Example[4]

Step 1
The 25 percent ($500) survivor continuance is set aside.

$2,000 – $500 = $1,500 (the remaining 75 percent)

Step 2
The reduction factor, in this case 0.953332, is applied to the remaining 75 percent.

0.953332 x $1,500 = $1,430 (option portion)

Step 3
The 25 percent survivor continuance is added back.

$1,430 + $500 = $1,930 (your monthly benefit)

Your monthly retirement benefit is $1,930, to be paid every month for life. Thereafter, your spouse or domestic partner will receive both the $500 survivor continuance and one half of the option portion (in this case ½ x $1,430 = $715), for a total monthly benefit of $1,215.

OPTION D

One-Half Continuance to Surviving Spouse or Domestic Partner

This option is available only if the surviving spouse or domestic partner is eligible for the postretirement survivor continuance and is named as contingent annuitant. In this option, the 25 percent survivor continuance is included in the calculation.

You receive a reduced monthly benefit for life. When you die, one-half of this amount is paid to the surviving spouse or domestic partner for life.

The yield of this option is close to the amount paid under Option C. However, Option D differs in that it

- Must be payable to the surviving spouse or domestic partner as contingent annuitant
- Is exactly one-half of your total monthly benefit and
- Includes the postretirement survivor continuance

Example[4]

Basic retirement income is $2,000. The reduction factor, in this case 0.976666, is applied.

0.97666 x $2,000 = $1,953.33 monthly retirement benefit

You receive $1,953.33 each month for life. Thereafter, your surviving spouse or domestic partner receives $976.67 each month for life.

LIMITATIONS

Your maximum UCRP basic retirement income is limited to 100 percent of your HAPC minus $133. This limit applies to your basic retirement income, taking into account all University employment, including any eligible CalPERS service. However, the limit on basic retirement income affects only a few UCRP members, who have 40 years or more of service credit. If part of your UCRP benefit has been awarded to an alternate payee (see page 13), the maximum benefits will be determined by taking into account any benefit attributable to the alternate payee.

Your retirement benefit, which may include additional elements, such as a CAP or Social Security supplement, may be limited by the IRC (see “IRC Limit on Plan Benefits” on page 21).

[4] The example assumes that both you and your contingent annuitant are age 60. If your ages are different, the dollar amounts will vary somewhat because different reduction factors will be used. Amounts are rounded down to the nearest dollar.

Death Benefits

PAYMENTS TO BENEFICIARIES

When an active, inactive, disabled or retired member dies, UCRP pays a basic death payment of $7,500 to your beneficiary, in addition to any monthly UCRP income that may be payable to eligible survivors or to the contingent annuitant.[5] Beneficiaries of active, inactive or disabled members also receive your CAP benefit, if any.

After the deaths of you, your eligible survivors and contingent annuitant, any remaining member accumulations are paid to your beneficiary.

If you die after the Plan Administrator has received your election and approved it, but before you receive a lump sum cashout, the cashout amount and CAP balance, if any, will be paid to your beneficiary. No additional death benefits are payable.

UCRP death benefits are not the same as University life insurance benefits or departmental death benefits. For information about these benefits, see the appropriate *Survivor and Beneficiary Handbook*, available on UCnet or from the UC Retirement Administration Service Center.

PRERETIREMENT SURVIVOR INCOME

If you die while employed or while receiving UCRP disability income benefits and you have at least two years of service credit, monthly income is paid to your eligible survivors—that is, eligible spouse or domestic partner, or if none, eligible child(ren), or if none, eligible dependent parent(s) (see the definitions beginning on page 26).

The amount paid to the eligible survivor(s) is 25 percent of your final salary, minus a $106.40 Social Security reduction. For the first three months, however, the Social Security reduction does not apply; the eligible survivor receives the full 25 percent.

If you die while an inactive member, monthly income is paid to your surviving spouse or surviving domestic partner only if you are eligible to retire at the time of death.

For members who elected Social Security coverage in 1976 or 1977 and who meet certain criteria, the University guarantees a minimum survivor benefit (see “Minimum Benefit Guarantees” on page 17).

DEATH WHILE ELIGIBLE TO RETIRE

If you die while eligible to retire (that is, age 50 with at least five years of service credit, or, for those who became Plan members July 1, 1989, or earlier, age 62 regardless of service credit), a lifetime retirement benefit may be payable to your surviving spouse or surviving domestic partner.

If there is a surviving spouse or domestic partner, the benefit is calculated as though you had elected to retire on the day after the date of death and had chosen Option A (full continuance) with your spouse or domestic partner named as contingent annuitant. If you are an active or disabled member and your spouse or domestic partner also qualifies as an eligible survivor, both the preretirement survivor income and the Option A benefit are calculated and the higher benefit is paid. The benefit is payable beginning the day after your death.

A temporary Social Security supplement is also payable to your surviving spouse or surviving domestic partner until you would have reached age 65.

For benefits payable when you die after electing retirement income, see “Postretirement Survivor Continuance” on page 13.

[5] Beneficiaries of active members who became Plan members before Oct. 1, 1990, receive $1,500 plus one month’s final salary, if this amount is greater than $7,500.

Minimum Benefit Guarantees

If you were an active Plan member on April 1, 1976, and elected Social Security coverage, UCRP guarantees a minimum benefit for disability income, preretirement survivor income and the postretirement survivor continuance. The guarantee does not apply to your retirement income.

The guarantee is this: The combined benefits payable from UCRP and from Social Security (including family benefits) will be at least as much as UCRP benefits alone would have been if you had not elected Social Security coverage. When necessary, UCRP will pay a supplemental amount to bring benefits up to this minimum.

In determining the amount of the guarantees, only those individuals who were the active member's spouse, child or parent on April 1, 1976, are taken into account.

FOR DISABILITY INCOME

The minimum guaranteed disability income is a percentage of your final salary, based on service credit as of the disability date and the number of eligible children.

	Number of Eligible Children				
	0	1	2	3	4+
Years of Service Credit	**Monthly Benefit (percent of final salary)**				
2 (less than 3)	25%	30%	35%	40%	45%
3 (less than 4)	30%	35%	40%	45%	50%
4 (less than 5)	35%	40%	45%	50%	55%
5+	40%	45%	50%	55%	60%

FOR PRERETIREMENT SURVIVOR INCOME

The minimum guaranteed preretirement survivor income applies only to the benefit payable to an eligible spouse. If you were both a Plan member and married to the eligible spouse before Oct. 19, 1973, the qualifying age for an eligible spouse is 50 rather than 60. The minimum guarantee for preretirement survivor income is shown in the table below:

Number of Eligible Survivors	Percent of Final Salary	Minimum Monthly Benefit
1	25%	$200
2	35%	$300
3	40%	$300 + 5% of final salary
4	45%	$300 + 10% of final salary
5 or more	50%	$300 + 15% of final salary

FOR POSTRETIREMENT SURVIVOR CONTINUANCE

The formula for the minimum guarantee for postretirement survivor continuance is:

50% x retirement benefit for members without Social Security

(The retirement benefit for members without Social Security is calculated the same way as for those members with Social Security, except that the Social Security reduction to HAPC does not apply.)

Cost-of-Living Adjustments

After receiving benefits for one year, UCRP members are eligible to receive an annual cost-of-living adjustment (COLA), starting on the following July 1. The COLA is based on the Consumer Price Index (CPI) increase for the preceding year. Generally, the COLA for any Plan year equals:

- 100 percent of the CPI increase up to 2 percent
- 75 percent of the CPI increase over 4 percent

The maximum COLA is 6 percent. If the CPI decreases, UCRP benefits are not reduced.

The CPI used to determine the annual COLA is an average of the CPIs for the Los Angeles and San Francisco metropolitan areas and is measured from February to February.

For preretirement survivor income, the COLA is calculated from the July 1 date after one full year following the member's death. This applies even if benefits are not payable until a later time, as in the case of a surviving spouse or surviving domestic partner who reaches the qualifying age at a later date.

For members who began receiving UCRP disability income before Nov. 5, 1990, a COLA is applied to HAPC when they retire. The total adjustment is equal to the percentages of COLA that accrued to Plan benefits during the period of the member's disability (from July 1 following the date of disability to the July 1 coinciding with or immediately preceding the retirement date). For those who began receiving UCRP disability income Nov. 5, 1990, or later, the HAPC is not increased by COLAs.

When an inactive member retires or elects a lump sum cashout, the HAPC is increased to include a COLA of 2 percent (or the actual CPI increase over that same period, if lower) compounded annually from the July 1 following the separation date to the July 1 conciding with or immediately preceding the retirement date.

Disability Income

Disability income is available if you satisfy certain minimum requirements and submit a timely application (see "Apply for Disability Benefits" on page 19). The service requirements, definitions and reevaluation standards vary depending on your UCRP membership date. The length of the disability income period varies depending on the UCRP disability date.

If you are eligible to retire, elections for disability and retirement should be made simultaneously so retirement benefits will commence in the event disability benefits are not approved.

GENERAL REQUIREMENTS

The Plan Administrator determines your eligibility to receive UCRP disability income based on qualified medical evidence and according to written procedures governing the consideration and disposition of disability issues. These procedures include your right to review decisions concerning your status. Once your eligibility is established, the Plan Administrator will periodically review it.

When applying for disability income, you are required to submit medical evidence, which is considered in determining eligibility for the benefit. To receive disability income initially and at any time while receiving it, you also may be required to undergo medical examination(s) by physician(s) chosen by the Plan Administrator, or to participate in vocational assessment or rehabilitation programs. If you do not comply, you are not eligible to receive UCRP disability income.

DISABILITY DEFINITIONS

If you became a Plan member on April 1, 1980, or later, you must have five years of service credit to qualify for disability income.[6]

If you are in this group, "disabled" means being unable to engage in substantial gainful activity (see next paragraph) because of a medically determinable physical or mental impairment that is permanent or expected to last 12 continuous months or longer from the UCRP disability date.

Initially, "substantial gainful activity" means physical or mental activities that pay 50 percent or more of your final salary (adjusted for cost-of-living increases; see "Cost-of-Living Adjustments" on page 18). After the first year of disability income, your impairment is reevaluated. Disability income continues if you are unable to earn the amount defined annually by the Social Security Administration in determining substantial gainful activity. In 2025, this amount is $1,620 per month.

[6] Any service credit that was purchased for an unpaid leave period is not included in determining eligibility for disability benefits.

If you became a Plan member before April 1, 1980, you must have two years of service credit to qualify for disability income.[6]

If you are in this group, "disabled" means being unable to perform the duties of your current University position or a comparable position (see below) because of a medically determinable physical or mental impairment that is permanent or expected to last for 12 continuous months or longer from the UCRP disability date.

"Comparable position" means a University position for which you are qualified and medically able to perform—whether or not such a position is available—and that pays at least 80 percent of your final salary, adjusted for cost-of-living increases (see"Cost-of-Living Adjustments" on page 18).

Within two years, your situation is reevaluated. Disability income continues if the impairment prevents you from holding a position (at the University or elsewhere) that could reasonably be expected to pay 70 percent or more of your final salary, adjusted for cost-of-living increases (see "Cost-of-Living Adjustments" on page 18). This includes employment, self-employment and the rendering of any type of service.

Apply for Disability Benefits
To apply for UCRP disability income, you should contact your local Benefits Office to explore your various disability income options. You should make an appointment to apply for disability benefits as soon as it appears that you won't be able to return to work because of your disability. (If you become an inactive member, you are eligible to apply for disability income within 12 months of leaving University employment if medical evidence shows that you would have been entitled to disability income as of the separation date and your accumulations have remained on deposit with the Plan.) But, to preserve your right to continue UC-sponsored health coverage, you must apply no later than 120 days after your separation. If you have already applied for retirement, your disability income application must be received before your retirement election has become irrevocable.

DISABILITY DATE

If you are eligible as defined by the Plan, disability income is payable. The first day of eligibility, or the disability date, is the later of:

- The first of the month in which the Plan Administrator receives the application or
- The day after your last day on pay status

DISABILITY INCOME

Disability income is a percentage of your monthly final salary minus a reduction for Social Security benefits. The Social Security reduction is $106.40.[7] The percentage is based on years of service credit as of the disability date, as shown below.

Years of UCRP Service Credit	**Monthly Benefit** (percentage of final salary before Social Security reduction)
2 (less than 3)	15.0%
3 (less than 4)	17.5%
4 (less than 5)	20.0%
5 (less than 6)	22.5%
6 (less than 7)	25.0%
7 (less than 8)	27.5%
8 (less than 9)	30.0%
9 (less than 10)	32.5%
10 (less than 11)	35.0%
11 (less than 12)	37.5%
12 or more	40.0%

BENEFIT ELECTION

If you are approved for disability income while receiving monthly retirement income, you will need to decide whether to continue receiving retirement income or begin receiving disability income.

[6] Any service credit that was purchased for an unpaid leave period is not included in determining eligibility for disability benefits.

[7] For employees who became Plan members before July 1, 1988, the Social Security reduction is the lesser of 106.40 or 33 percent of the disabled member's Social Security Primary Insurance Amount, if any, determined as of the date the Social Security disability benefit is first payable.

Disability Income

MAXIMUM DISABILITY INCOME

The maximum disability income that may be payable, when combined with income from other sources, depends on your UCRP membership date. You will receive further details when you become eligible for disability income.

LENGTH OF THE DISABILITY INCOME PERIOD

If you have a UCRP disability date of Nov. 5, 1990, or later and continue to be disabled as defined by the Plan, you can receive UCRP disability income as follows:

- If you are under age 65 on the UCRP disability date, you may receive disability income for up to five years or until age 65, whichever comes later
- If you are age 65 or older on the UCRP disability date, you may receive disability income for up to 12 months or until age 70, whichever comes later

If you have a UCRP disability date before Nov. 5, 1990, and continue to be disabled as defined by the Plan, disability income stops when you become eligible to retire and potential retirement income equals or exceeds disability income, or at the latest, when you reach age 62. If you are or become eligible to retire, you can elect to retire at any time.

WHEN DISABILITY INCOME STOPS (REGARDLESS OF UCRP DISABILITY DATE)

In all cases, if you are eligible to retire when disability income stops, you can elect UCRP retirement income or the lump sum cashout.

The Plan Administrator will notify you in advance as to when and how your benefits will be affected so that you can decide about retirement before your disability income stops. See "Retirement Benefits" on page 11, for eligibility requirements, calculations and other provisions.

If a disabled member dies, survivor benefits may be payable either immediately or at a future date (see "Death Benefits" on page 16).

Reappointment After Retirement

In certain instances where there are compelling circumstances, UC retirees are rehired to help fill a particular staffing need. Under UC policy, those retired employees who later return to UC must follow these provisions:

- Reemployment must not occur until there has been a break in service of at least 30 days, and preferably 90 days.
- The appointment must be limited to the equivalent of no more than 43 percent time in a 12-month period; for faculty the appointment cannot be more than 43 percent time per month.
- Employment of a staff retiree must not exceed a total of 12 months; if reemployment is necessary after 12 months, the request for continued employment must follow the same approval process as the original appointment.
- Reemployment must be in response to a University need; for example, the retired employee possesses skills and institutional knowledge that the hiring department cannot otherwise obtain with equal cost effectiveness, the hiring department anticipates a prolonged process for hiring a replacement, or the need for the retired employee to assist the replacement in acquiring necessary skills and knowledge.

These provisions apply to former employees who elect either a lump sum cashout or UCRP monthly retirement income.

Rehired employees (including retired faculty rehired into staff positions) must submit a completed *UCRP Reemployed Retiree Notification* form (UBEN 1039), available on UCnet at ucal.us/forms or from your Benefits Office. Retired faculty rehired into recall appointments do need to complete the form.

A retired employee who is receiving UCRP monthly retirement income may suspend retirement income payments and be reemployed in a career or long-term appointment after an appropriate break in service. A retired employee who takes a lump sum cashout may not be reemployed into a career appointment without an approved exception to policy.

If you suspend retirement income because you've been rehired into a UCRP-eligible position, you must re-retire the day after you again leave UC employment.

Returning to work can have a significant impact on your retiree health benefits. For more information, see the *Returning to UC Employment After Retirement Fact Sheet* available online at ucal.us/returntowork or visit ucal.us/rehiredretiree.

The IRC limits the maximum benefits payable from retirement plans and specifies the date by which distributions (in defined minimum amounts) must begin.

Internal Revenue Code Provisions

The UCRP is a tax-qualified defined benefit plan, which means that the UCRP is subject to Internal Revenue Code (IRC) provisions that limit covered compensation and annual benefit payments. The IRC also specifies the date by which distributions (in minimum benefit amounts) must begin and, in some cases, limits the allowable benefit options. Each of these IRC provisions is described below.

IRC LIMIT ON COVERED COMPENSATION

IRC §401(a)(17) sets an annual dollar limit on covered compensation upon which retirement plan contributions and benefits may be based. The limit for the Plan's fiscal year beginning July 1, 2025, is $350,000 for employees who became members as of July 1, 1994, or later. For those who were active members before July 1, 1994, the limit is $520,000.

IRC LIMIT ON PLAN BENEFITS

IRC §415(b) places a limit on the total benefits payable in any calendar, which varies depending on the member's age. For example, the limit for age 62 and older in 2025 is $270,000. The limit applies not only to retirement income but to lump-sum distributions, such as the lump sum cashout and any CAP payment on a prorated basis. The limit does not apply to any portion of a benefit attributable to after-tax employee contributions.

The University of California 415(m) Restoration Plan—a nonqualified pension plan—became effective Jan. 1, 2000, to pay benefits that would not otherwise be payable because of the §415(b) limit. If your UCRP benefits are affected by the §415(b) limit when you elect retirement income or a lump sum cashout, you will receive additional information about the 415(m) Restoration Plan from the UC Retirement Administration Service Center.

IRC MINIMUM DISTRIBUTION REQUIREMENTS

IRC §401(a)(9)(A) requires that you must begin receiving minimum distributions from the Plan by April 1 of the calendar year following the later of:

- The year in which you leave UC employment or
- Age 73 if you reached age 72 after December 31, 2022

Generally, the UCRP formulas for retirement income satisfy the minimum distribution requirements. If you do not apply for retirement benefits by the required date, basic retirement income will begin automatically and any CAP balance will be distributed. Minimum required distributions are not eligible for rollover.

Each year, UC Human Resources notifies members who are subject to the minimum distribution requirements and provides information and individual calculations to help them comply. Minimum required distributions are calculated in accordance with U.S. Treasury regulations.

MINIMUM DISTRIBUTION INCIDENTAL BENEFIT (MDIB)

IRC §401(a)(9)(G), Minimum Distribution Incidental Benefit (MDIB), limits the percentage of the member's monthly income that may be paid to a non-spouse contingent annuitant designated by the member, including a domestic partner, who is more than 10 years younger than the retiring member. As a result, some or all of the UCRP alternate payment options may not be allowed if you designate a contingent annuitant who is more than ten years younger than you. If this limitation applies in your situation, please contact the Retirement Administration Service Center or your local benefits office to make sure you have accurate information about your payment options.

ROLLOVERS

INTO THE PLAN

UCRP does not accept rollovers except for service credit purchases.

FROM THE PLAN

See the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice) for information about the following UCRP distributions, which are eligible for direct rollover:

- A refund of accumulations
- CAP payment
- Lump sum cashout
- Lump-sum death payment to a surviving spouse
- Lump-sum distributions to a spouse (as defined under federal law) or former spouse under a qualified domestic relations order (QDRO) and
- Lump-sum death payment to a non-spouse beneficiary (to an inherited IRA and not to another plan)

A distribution that is eligible for direct rollover is subject to mandatory 20 percent federal tax withholding unless it is directly rolled over from the Plan to a traditional IRA or a Roth IRA, to another employer plan that accepts rollovers, or to the University's Defined Contribution, Tax-Deferred 403(b) or 457(b) Deferred Compensation Plans (see "Internal Rollovers," below).

Internal Revenue Code Provisions

UCRP distributions that are not eligible for rollover include:

- Monthly retirement, disability or survivor income
- QDRO monthly income or
- Lump-sum QDRO distributions to a non-spouse (as defined by federal tax law)

You (or your spouse or former spouse) may also roll over an eligible Plan distribution that has been paid to you or them, as long as the rollover to the IRA or new plan occurs within 60 days of receipt of the distribution. If you want to roll over 100 percent of the distribution, you must replace, from personal savings or other sources, an amount equal to the taxes that were withheld when the distribution was issued. Any amount not rolled over will be taxed as ordinary income for the year in which the distribution was issued. It may also be subject to early distribution penalties. See "Taxes on Distributions—Tax Withholding" below. For more detailed information, see the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice).

INTERNAL ROLLOVERS

If you who have an account in UC's Defined Contribution Plan, Tax-Deferred 403(b) Plan or 457(b) Deferred Compensation Plan, you may roll over eligible UCRP distributions to these plans.

TAXES ON DISTRIBUTIONS

INCOME TAX

Except as described below, all distributions from UCRP are subject to federal and state ordinary income taxes.

Until July 1, 1983, member contributions to UCRP were made on an after-tax basis. These contributions and any service credit purchases made on an after-tax basis are not taxable when distributed. Any pretax portion of a distribution is taxable income in the year the distribution is issued.

EARLY DISTRIBUTION PENALTIES

In addition to being taxed as ordinary income, the taxable portion of a refund of accumulations, lump sum cashout or CAP payment taken before age 59½ (early distributions) may also be subject to nondeductible federal and state penalty taxes — currently a 10 percent federal tax and a 2½ percent California state tax. There are, however, a number of circumstances in which early distributions may be exempt from the penalty taxes. The exceptions are described in the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice).

UC Human Resources does not assess early distribution penalties when a distribution is paid. If you are subject to the penalties, you are responsible for reporting them to the IRS when you file your income tax returns.

TAX WITHHOLDING

The Plan Administrator withholds federal and California state income taxes (for California residents) in accordance with federal and state law. Income tax for states other than California is not withheld. Members should consult a tax adviser about tax liability.

DISTRIBUTIONS ELIGIBLE FOR ROLLOVER

Distributions that are eligible for rollover (see "Rollovers" on page 21) are subject to 20 percent federal tax withholding if they are paid to you, your spouse, former spouse or non-spouse beneficiary. No taxes are withheld if the distributions are directly rolled over to a traditional IRA, a Roth IRA, or another employer plan. For more information, see the *Special Tax Notice for UC Retirement Plan Distributions* available on UCnet (ucal.us/specialtaxnotice).

TAX STATEMENT

Each January, the Plan Administrator files a Form 1099-R with federal and state tax authorities, with a copy to the individual, for each distribution paid during the previous year. The form shows the total and taxable amounts of the individual's distribution(s).

Those who receive more than one type of distribution (for example, monthly retirement income and a CAP payment) are sent a separate Form 1099-R for each type of distribution.

Additional Information

CLAIMS PROCEDURES

A member, survivor, contingent annuitant or beneficiary must submit a request to receive benefits or a distribution from the Plan. Claims for benefits must be made in accordance with procedures established by the UC Retirement Administration Service Center. No Plan distribution will be made until the claimant has provided all pertinent information requested by the UC Retirement Administration Service Center.

Generally, claims are processed within 90 days after the UC Retirement Administration Service Center receives the request and any other required information. If a claim is denied, UC Retirement Administration Service Center will notify the claimant in writing, explaining the reason for denial and notifying the claimant that he or she, or his or her authorized representative, may appeal the denial by requesting an independent review by the Plan Administrator. The appeal must be made within 60 days of the notification of the denial. The appeal must be in writing, accompanied by documentation supporting the claim, and sent to Plan Administrator, UC Human Resources (see inside front cover for address). The claimant will receive a written notice and explanation of the Plan Administrator's decision on the appeal within 90 days of the Plan Administrator's receipt of the appeal, unless circumstances require a longer period. In general, such period will not exceed 120 days.

If, after exhausting administrative appeal procedures, the claimant still believes that a benefit has been improperly paid or denied, the claimant has the right to initiate legal proceedings.

Send service of process to the Regents of the University of California, Trustee of the University of California Retirement Plan, c/o Office of the General Counsel, 1111 Franklin Street, 8th Floor, Oakland, CA 94706.

PLAN ADMINISTRATION

The Vice President of Human Resources is the Plan Administrator with responsibilities for the day-to-day management and operation of the Plan. The UC Retirement Administration Service Center provides the necessary record keeping, accounting, reporting, receipt and disbursement of Plan assets to eligible Plan members.

The Office of the Chief Investment Officer (OCIO) has primary authority for investing the assets of the Plan trust consistent with the investment policies established by the Regents. The OCIO also serves as custodian of the Plan trust.

PLAN CHANGES

The Plan is subject to change and to independent audit to comply with applicable federal and state statutes, Treasury regulations and industry standards. Members are notified in writing whenever substantive changes to the Plan occur. Although the Plan is expected to continue indefinitely, the Regents reserve the right to amend or terminate the Plan at any time.

The University will take appropriate action concerning proposed changes that may trigger notice, consultation, and meeting and conferring obligations under the Higher Education Employer-Employee Relations Act.

DESIGNATION OF BENEFICIARY OR CONTINGENT ANNUITANT

BENEFICIARY

You should designate a beneficiary immediately upon becoming a Plan member. When you die, the beneficiary receives the basic death payment and any accumulations remaining after all benefits have been paid. You may name more than one beneficiary and specify the percentage that each beneficiary is to receive. A beneficiary may be a person, trust or organization.

If you do not name a beneficiary or if the beneficiary designation is no longer effective, UCRP default beneficiary designation rules require that any benefits be paid to your survivors in the following order of succession:

- Surviving legal spouse or surviving domestic partner; or, if none
- Surviving children, natural or adopted, on an equal-share basis (children of a deceased child share their parent's benefit); or, if none
- Surviving parents on an equal-share basis; or, if none
- Brothers and sisters on an equal-share basis; or, if none
- Your estate

Beneficiary designations should be made through your online UCRAYS account. You may name or change your beneficiary online at any time.

If you do not have Internet access or are unable to use the online application, complete form UBEN 116 (*Designation of Beneficiary—Employees*). Retirees, former employees and others must use form UBEN 117 (*Designation of Beneficiary—Retirees, Former Employees, and Others*) to name UCRP beneficiaries. These forms are available from departments, local Benefits Offices or the UC Retirement Administration Service Center.

Additional Information

You should periodically review your beneficiary designation(s) to reflect any changes in your family situation—for example, marriage, the birth of a child, divorce or death.

Note: To designate a beneficiary for the Retirement Savings Program (Defined Contribution Plan, Tax-Deferred 403(b) Plan and 457(b) Deferred Compensation Plan), contact Fidelity Retirement Services directly.

CONTINGENT ANNUITANT

You can designate a contingent annuitant at retirement when you want to provide a monthly lifetime benefit for that person.

Please note that an Internal Revenue Code regulation places a limitation on the extent your monthly benefits can be reduced to provide for a non-spouse contingent annuitant who is more than 10 years younger than you. As a result, some or all of the alternate payment options may not be available for you to elect if the contingent annuitant is more than ten years younger than you. (See "Minimum Distribution Incidental Benefit" on page 21 for more information.)

As of your retirement date, the designation is irrevocable—you cannot name a new contingent annuitant (see "Alternate Monthly Payment Options" on page 13).

COMMUNITY PROPERTY

If you are married or have a registered domestic partner and designate someone other than your legal spouse or partner as a beneficiary or contingent annuitant, you may need to consider the spouse's/partner's community property rights. For residents of a community property state such as California, a designation of beneficiary or contingent annuitant may be subject to challenge if the spouse/partner would consequently receive less than the share of the benefit attributable to community property.

A will or trust does not supersede a designation of beneficiary or contingent annuitant, nor does either supersede the Plan's default beneficiary rules (described at left) that apply in the absence of a valid beneficiary designation.

ASSIGNMENT OF BENEFITS

Generally, UCRP benefits payable to members, survivors or beneficiaries cannot be attached by creditors, nor can anyone receiving benefits assign payments to others. UCRP benefits are intended solely for the security and welfare of members and their beneficiaries and survivors.

There are some exceptions, however, in which the University complies with the legal requirements. For example, the IRS may attach retirement benefits to collect unpaid taxes, or a court may order certain benefits to be paid for child or spousal support.

QUALIFIED DOMESTIC RELATIONS ORDERS (QDRO)

If you are divorced, the court may include Plan assets as community property to be divided between you and your former spouse, registered domestic partner or other dependent. In such cases, the domestic relations order must be approved, or qualified, by the Special Claims Unit of the Retirement Administration Service Center as being in compliance with California community property law and with the Plan.

The University cooperates fully with you and your spouse or dependent, as well as your attorneys and the court in divorce cases. Both spouses and the court have the right to request information about the benefits you earned while you were married and how those benefits are derived, as well as information about the options available to your spouse or dependent. To release this information, UCRS must be joined as a party to the domestic relations proceeding if the proceeding will be heard in a California court. Otherwise, the request for information must be accompanied by a signed release from you or a valid subpoena. All requests should include your name, Social Security number, address (or name and address of your attorney), date of marriage and marital separation date.

For more detailed information, see the *Qualified Domestic Relations Orders Fact Sheet* available on UCnet (ucal.us/QDROfactsheet).

FURTHER INFORMATION

To help you better understand the Plan's benefits, UC Human Resources provides personalized account information. If you have access to the Internet, you can find current, comprehensive information about your UCRP account as well as any other UC accounts you may have and make certain online Plan transactions by visiting UCnet (ucnet.universityofcalifornia.edu) and signing into your account. UCnet also contains a link to the Fidelity Retirement Services website so you may access your Defined Contribution Plan, Tax-Deferred 403(b) Plan and 457(b) Deferred Compensation Plan balances.

Annual reports containing audited financial statements are available on UCnet or from the UC Retirement Administration Service Center.

Summary plan descriptions are provided at hire and are also available on UCnet or from your local Benefits Office or the UC Retirement Administration Service Center.

You may obtain a copy of the University of California Retirement Plan document online at ucal.us/UCRSdocuments or by writing to the UC Retirement Administration Service Center (see inside front cover).

All notices or communications to you will be effective when sent by first-class mail or conveyed electronically to the member's address of record. The University and the Regents are entitled to rely exclusively upon any notices, communications or instructions issued in writing or electronically conveyed by UC Human Resources that are believed to be genuine and to have been properly executed.

Plan Definitions

Certain key terms are used throughout this summary plan description that are specific to UCRP and its benefit provisions. They are defined as follows:

BREAK IN SERVICE

Leaving University employment, including any period on pay status but without covered compensation, or any period off pay status for four or more consecutive months. The following periods do not constitute a break in service for UCRP membership as long as you return to pay status at the end of the period:

- Approved leave of absence without pay
- Temporary layoff (fewer than four months)
- Furlough
- Period of right to recall and preference for reemployment
- Return to pay status the next working day after leaving University employment
- Return to pay status after a military leave in accordance with employees' reemployment rights or
- Return to pay status from a medical separation within the time allowed under University policy

TIER BREAK IN SERVICE

Active UCRP members in the 1976 Tier or 2013 Tier who leave UC employment and then return to a UCRP-eligible position before the first day of the second month following the month the member left employment will remain in their tier and continue to accrue benefits under the terms of that tier. For example, if a member leaves UC employment on July 5, 2017 and returns to a UCRP-eligible appointment before Sept. 1, 2017, for purposes of determining tier membership, the member will not have incurred a break in service. In this case, the rehired member will not be eligible for the Retirement Choice Program.

COVERED COMPENSATION

The gross monthly pay that an active employee receives for a regular and normal appointment, including pay while on sabbatical or other approved leave of absence with pay. Not included are:

- Pay for overtime, unless in the form of compensatory time off
- Pay for correspondence courses, summer session, intersession and for interquarter or vacation periods or University extension courses, unless such employment constitutes part of an annual or indefinite appointment
- Pay for a position that is not normally full time, except if paid on a salary or hourly rate basis

Plan Definitions

- Pay that exceeds the full-time rate for the regular, normal position to which the member is appointed
- Pay that exceeds the base salary as negotiated under the General Health Sciences Compensation Plan or Medical School Clinical Compensation Plan
- Pay that exceeds the established base pay rates, including nonelective deferred compensation, honoraria and consulting fees
- Payments received as uniform allowance, unless included as part of compensation for a regular and normal appointment
- Pay that exceeds the IRC §401(a)(17) dollar limit; beginning July 1, 2025, the earnings limit is $350,000 ($520,000 for those who were active members before July 1, 1994)
- Payments received as housing allowance and
- Pay from sources other than the University of California

DOMESTIC PARTNER

An individual of the same or opposite gender whom you have designated as your domestic partner by one of three possible methods (any single method is sufficient):

- Registration of your domestic partnership with the State of California
- Registration in another jurisdiction of your same-gender domestic partnership that is substantially equivalent to a California domestic partnership
- Sign and file a *UC Declaration of Domestic Partnership* (UBEN 250) with UC Human Resources Records Management (P.O. Box 24570, Oakland, CA 94623-1570). Please note that both the UCRP member and the domestic partner must sign the UBEN 250 form. If both you and your domestic partner are employees eligible for UCRP, you must each submit a separate UBEN 250, signed by both partners.

Please note: While establishing your partnership for UCRP benefits can be done at any time, it is very important to know that if you pass away before doing so, your partner cannot be considered for UCRP survivor benefits. See Benefits for Domestic Partners, available on UCnet.

Some UCRP survivor and death benefits, including preretirement survivor benefits and post-retirement survivor benefits, require an established domestic partnership of at least one year. However, there is no one-year partnership requirement for benefits paid to your domestic partner if you die while eligible to retire, as long as the partnership has been established through one of the above methods.

ELIGIBLE CHILD

The biological or adopted child or stepchild of a disabled or deceased member, or the biological or adopted child of the member's domestic partner, who:

- Received at least 50 percent support from the member for one year before the member's death, disability date or retirement, whichever occurs first and
- Is under age 18
- Is under 22 and attending an educational institution full time or
- Is disabled (the disability must have occurred while the child was eligible based on age, as above)

The one-year support requirement does not apply to a member's child as follows:

For a biological child:

- If the child is born after the member's disability date or
- Is born within 10 months after the member's death or
- Is born less than one year before the member's death, disability or retirement date

For an adopted child, it does not apply if the adoption is finalized:

- After the member's disability date or
- As of the date of the member's death or disability or
- Less than one year before the member's death, disability or retirement date

A stepchild or an eligible domestic partner's biological or adopted child must have been living with or in the care of the member just before the member's death, disability or retirement.

An eligible child may qualify for pre- or postretirement survivor benefits.

ELIGIBLE DEPENDENT PARENT

The biological or adoptive mother or father of an active, disabled or retired member who received at least 50 percent support from the member for the year just before the member's death, disability or retirement.

An eligible dependent parent may qualify for pre- or postretirement survivor benefits.

ELIGIBLE DOMESTIC PARTNER

The domestic partner of a deceased active member. The partnership must have been established at least one year before the member's death or disability date, and the partner must:

- Be responsible for the care of an eligible child (as defined at left)
- Be disabled (see pages 18–19) or
- Have reached age 60

If the domestic partner is responsible for the care of an eligible child who is the member's natural child, the one-year partnership requirement is waived as long as the child is eligible.

If the deceased employee was an active UCRP member and eligible to retire, see "Surviving Domestic Partner" definition on page 28.

ELIGIBLE SPOUSE

The widow or widower of a deceased active member. The date of marriage must have been at least one year before the member's date of death, and the spouse must:

- Be responsible for the care of an eligible child (as defined on page 26)
- Be disabled (see page 18–19) or
- Have reached age 60

If the spouse is responsible for the care of an eligible child who is the member's biological child, the one-year marriage requirement is waived as long as the child is eligible.

If the deceased employee was an active UCRP member and eligible to retire see "Surviving Spouse" definition, at right.

ELIGIBLE SURVIVOR

See "Eligible Child," "Eligible Dependent Parent," "Eligible Domestic Partner" or "Eligible Spouse."

FINAL SALARY

The monthly full-time equivalent compensation of an active member at the time of death or disability date (or, if higher, on the member's separation date).

If the member worked less than full time during the last 12 months of continuous employment, whether on an annual or partial-year career appointment, the monthly full-time equivalent compensation is adjusted based on the average percentage of time on pay status over the last 36 months of continuous service.

Whether the member has worked full time is determined without regard to sabbatical leave, extended sick leave, a medically determinable physical or mental condition that causes the member to apply for disability income or participation in an approved rehabilitation program. Periods of approved leave of absence without pay are excluded from the 36 months; the time before and after a leave is considered continuous.

For TRIP and START participants, final salary is based on full-time equivalent compensation without regard to any reduction in compensation resulting from the reduction in time.

HIGHEST AVERAGE PLAN COMPENSATION (HAPC)

A member's average monthly full-time equivalent compensation, including any stipends, during the 36 highest continuous months preceding retirement. Periods of approved leave of absence without pay are excluded from the 36 months; the time before and after a leave, or before and after a period of inactive membership, is considered continuous. Service credit purchased for a leave period or for past (refunded) service will be included in determining these 36 months.

For a member on a partial-year appointment, compensation earned on a 9-, 10- or 11-month appointment is spread over a year to determine the member's annual full-time equivalent compensation, and compensation for each month within the 12-month period is treated as 1/12th of the total amount. The HAPC attributable to service while on a partial-year career appointment is based on the 36 continuous months that produce the highest average compensation.

For TRIP and START participants and for participants in the systemwide mandatory furlough program, HAPC is calculated without regard to any reduction in covered compensation resulting from the reduction in time.

Plan Definitions

SURVIVING DOMESTIC PARTNER

The domestic partner of a deceased active UCRP member. The surviving domestic partner is eligible to receive the UCRP Option A contingent annuitant benefit if the member was eligible to retire at the time of death.

SURVIVING SPOUSE

The widow or widower of a deceased active UCRP member. The surviving spouse is eligible to receive the Option A UCRP contingent annuitant benefit if the member was eligible to retire at the time of death.

Information for Members with Service Credit from a Previous Period of Employment

If you worked at UC prior to July 1, 2013, earning UCRP service credit in the 1976 Tier, and resume active membership in UCRP after a tier break in service on or after July 1, 2013, you will earn additional service credit in the 2013 and/or 2016 Tier. Since you will have earned retirement benefits in more than one tier of the Plan, you will be subject to the provisions of all applicable tiers and your retirement benefits will be calculated taking the benefits accrued under all tiers into account. The information below explains how the tiers work together.

Please note: Effective July 1, 2013, if you leave UC employment as an active member of UCRP in the 1976 Tier and return to work at UC in a UCRP-eligible position before the first day of the second month following the month you left employment, you will remain in the 1976 Tier and continue to accrue benefits under the terms of that tier. For example, if you leave UC employment on July 5, 2013, and return to a UCRP-eligible appointment before Sept. 1, 2013, for tier membership purposes only, you will be treated as if you have not incurred a break in service that otherwise would put you in the 2013 Tier.

RETIREMENT DATE

You have only one retirement date, even if you earn benefits under than more than one tier and your benefits begin on different dates. If you retire before age 55 (the minimum age for the 2013 or 2016 Tier), you will receive only the benefit accrued under the 1976 Tier until you reach age 55. The date your 1976 Tier benefits begin will be considered your retirement date. When you reach age 55, benefits accrued under the 2013 and/or 2016 Tier will begin automatically and you will receive the combined amount (unless you chose a lump sum cashout for the 1976 Tier benefit).

RETIREMENT BENEFIT

BENEFIT CALCULATION

If you accrued benefits under the 1976 Tier and the 2013 and/or 2016 Tier, your total benefit will be the sum of the benefits you earned under all applicable tiers (although the commencement dates may differ, as described at left). UC will do multiple calculations to ensure you receive the benefits you earned.

Your benefit accrued under the 1976 Tier will be the greater of the amount determined under all calculations.

Example[8]
You retire at age 52 with 10 years of 1976 Tier service and two years of 2013 Tier service.

Calculation 1
Your 1976 Tier age factor at your retirement date x years of service credit accrued under the 1976 Tier x an enhanced HAPC.

The enhanced HAPC is determined as of the date of your break in service under the 1976 Tier, which is then increased by a COLA each year to your retirement date.

$5,000	average monthly pay for last 36 months of 1976 Tier service credit period
+ 300	inactive COLA from end of 1976 Tier service credit period to retirement date
$5,300	HAPC

Calculation 2
Your 1976 Tier age factor at your retirement date x your years of service credit accrued under the 1976 Tier x your final HAPC.

Your final HAPC is based on your average compensation determined over the 36 consecutive months that yield the highest average, determined over your entire career.

$5,100	HAPC based on average pay for last 12 months of 1976 Tier service credit period and 24 months of 2013 Tier service credit period

The Calculation 1 HAPC is higher and results in a higher monthly benefit, so you receive this benefit:

.0138	1976 Tier age 52 factor
x 10	years of 1976 Tier service credit
x [$5,300 – $133]	HAPC – Social Security offset
$713*	monthly benefit

* You will receive a Temporary Social Security Supplement of $18 per month (.0138 x 10 x $133 = $18) payable until age 65

8 Benefit amounts are in the form of basic retirement income and are rounded down to nearest dollar.

Information for Members with Service Credit from a Previous Period of Employment

When you turn 55, you will begin receiving additional income based on your 2013 Tier service, since that is the earliest age at which you can start receiving the 2013 Tier benefit.

Your benefit accrued under the 2013 Tier is determined under the following formula: 2013 Tier age factor at the date your 2013 Tier benefit begins x your years of service credit accrued under the 2013 Tier x your final HAPC.

Example[8]
Your HAPC is based on Calculation 2 above. Your 2013 Tier HAPC is $5,100.

Your 2013 Tier benefit is calculated as follows:

.0110	2013 Tier age 55 factor
x 2	years of 2013 Tier service credit
x $5,100	HAPC
$112	monthly benefit

You will receive an additional $112 per month at age 55.

If you accrued benefits under the 1976, 2013 and/or 2016 Tiers and as a Safety member, you will have a blended calculation at retirement.

FORM OF PAYMENT

You are required to elect the same form of monthly retirement income for the 1976 Tier, 2013 Tier and/or 2016 Tier benefit. For example, if you choose Alternate Payment Option A (see page 13), it applies to all portions of your benefit.

Exceptions: You may choose to receive your benefit accrued under the 1976 Tier as a lump sum. You must elect a form of monthly retirement income for the 2013 and/or 2016 Tier benefit. The lump sum option is not available for the 2013 or 2016 Tier benefit.

If you choose Alternate Payment Option D for your 1976 Tier benefit, your 2013 and/or 2016 Tier benefit will automatically be paid in the Option C form. These payment options have the same payment structure.

CONTINGENT ANNUITANT

If you elect to provide a portion of your retirement for a contingent annuitant, you must select the same contingent annuitant for all portions of your retirement benefit.

The contingent annuitant and the payment option you elect cannot be changed, even if the contingent annuitant dies before 2013 and/or 2016 Tier benefits begin.

COST OF LIVING ADJUSTMENTS

If you retire prior to age 55, the effective date for the first COLA for the 2013 and/or 2016 Tier benefit is the first July 1 that follows the 12-month anniversary of the commencement date for your 2013 and/or 2016 Tier benefit.

Example
You retire June 28, 2015, at age 53 and begin receiving your 1976 Tier benefit. You will begin receiving a COLA on that benefit in July 2016. After your 55th birthday in April 2017, you begin receiving your 2013 Tier benefit. You will begin receiving a COLA on your 2013 Tier benefit in July 2018.

OTHER BENEFITS

Some benefits will be calculated using a weighted average of the 1976 Tier benefit and the 2013 and/or 2016 Tier benefit. The weighted average is the ratio of tier service credit over total service credit. For example, if you have 10 years of service under the 1976 Tier and five years under the 2013 Tier, the benefit would be calculated using two-thirds of the 1976 Tier benefit and one-third of the 2013 Tier benefit.

Benefits calculated using the weighted average include:

DISABILITY INCOME BENEFIT

Disability income is calculated using the formula for each tier in which you have earned service credit, with all of your service credit from all tiers used in each calculation. The weighted average of the results determines your monthly benefit. If, however, the disability income based on 1976 Tier service is greater, you will receive that amount.

Example
You become disabled at age 52 with 10 years of 1976 Tier service and two years of 2013 Tier service. Your final monthly salary as of your disability date: $5,200

Your disability income calculation is a weighted average of results based on total service credit under 1976 Tier formula (including $106.40 offset) and 2013 Tier formula, weighted by the ratio of tier service credit over total service credit:

Under the 1976 Tier formula, you are eligible for 40 percent of your income (based on 12 years of total service credit) x $5,200 – $106.40 = $1,973.60

Under the 2013 Tier formula, you are eligible for 25 percent of your income (based on 12 years of total service credit) x $5,200 = $1,300

[8] Benefit amounts are in the form of basic retirement income and are rounded down to nearest dollar.

The weighted average:

$1,644.67	$1,973.60 x 10⁄12 of the 1976 Tier calculation
+ 216.67	$1,300 x 2⁄12 of the 2013 Tier calculation
$1,861[8]	

Calculation for 1976 Tier-only benefit:

Under the 1976 Tier formula, you are eligible for 35 percent of your income (based on 10 years of 1976 Tier service credit) x $5,200 – $106.40 = $1,713.60

Since $1,861 is greater than $1,713.60, $1,861 is your UCRP disability income.

PRERETIREMENT SURVIVOR INCOME

This benefit is calculated as the weighted average of the 1976 Tier benefit (25 percent of final salary minus $106.40 Social Security offset) and the 2013 and/or 2016 Tier benefit (15 percent of final salary).

Example
You die at age 48 with an Eligible Child.
Your final salary as of date of death: $5,200.
You have 10 years of 1976 Tier service and two years of 2013 Tier service.

Calculations
1976 Tier formula:
25% of $5,200 = $1,300
$1,300 – $106.40 = $1,193.60

2013 Tier formula:
15% of $5,200 = $780

The weighted average:

$994.67	$1,193.60 x 10⁄12 of the 1976 Tier calculation
+ $130	$780 x 2⁄12 of the 2013 Tier calculation
$1,124	Pre-retirement Survivor Income[9]

QDRO ALTERNATE PAYEE PROVISION

If you retire prior to age 55 and the 2013 and/or 2016 Tier portion of your benefit is considered community property under a QDRO, your alternate payee must wait until you reach age 55 to begin monthly payments of his or her allocated share of the 2013 and/or 2016 Tier portion of the benefit. The alternate payee's options for the 1976 Tier portion of their benefit are outlined in the *Qualified Domestic Relations Orders Fact Sheet*, available online at ucal.us/QDROfactsheet.

[9] For the first three months the benefit will be slightly higher because the $106.40 Social Security offset is not applied.

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations for Faculty and Staff, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the UC Retirement Administration Service Center (800-888-8267).

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Systemwide AA/EEO Policy Coordinator, University of California, Office of the President, 1111 Franklin Street, CA 94607, and for faculty to the Office of Academic Personnel and Programs, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

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