

## **APPENDIX B**

### **Enumeration of University Benefits**

#### **A. LISTING OF BENEFITS**

The following is a brief listing of benefits provided to University employees, effective January 1, 2013. More information can be found in general University benefits publications and individual summary plan descriptions. Specific eligibility and benefits under each plan are governed entirely by the terms of the applicable plan documents, custodial agreement, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. Employees in an ineligible class are excluded from coverage regardless of appointment percent and average regular paid time. For details on specific eligibility of each health and welfare program, see the Group Insurance Regulations. Modifications to current benefits may be made only in accordance with the provisions of Article 42, Section B. Enumeration of Benefits.

1. Medical Program

A variety of plans (i.e., Health Maintenance Organization (HMO), Preferred Provider Organizations (PPO), etc.) are available to employees who qualify based on their appointment. Medical plans are offered to cover eligible employees and their eligible dependents. Choice of plans may vary from location to location.

2. Dental Program

Dental plans are available to employees who qualify based on their appointment. Dental plans are offered which provide dental coverage for employees and their eligible dependents.

3. Vision Program

A vision plan is available to employees who qualify based on their appointment. The vision plan provides employees and their eligible dependents with coverage for vision care.

4. Life Insurance

a. Basic/Core (University-Paid)

Employees who are members of a defined benefit plan to which the University contributes are automatically covered by a Basic term life insurance policy.

b. Supplemental and Dependent (Employee-Paid)

Additional life insurance is available to eligible employees. Optional personal life insurance and dependent life insurance may be purchased by the employee.

5. Accidental Death & Dismemberment (AD&D) Insurance

Optional AD&D insurance may be purchased by employees who qualify based on their appointment. A variety of amounts of coverage are available to cover employees and their eligible dependents.

6. Business Travel Accident Insurance

Employees who are traveling on official University business are covered worldwide, 24 hours a day for a variety of accidents and incidents.

7. Short-term Disability Insurance (University-Paid)

University-Paid Disability insurance is available to eligible employees who are members of a defined benefit plan to which the University contributes.

8. Supplemental Disability Insurance (Employee-Paid)

Optional insurance, which covers both short- and long-term disabilities, may be purchased by employees who are members of a defined benefit plan to which the University contributes. Employees may choose a waiting period.

9. Legal Expense Insurance Plan

A legal expense insurance plan is available to employees who qualify based on their appointment. The legal plan provides employees and their eligible dependents with coverage for basic legal services associated with preventive, domestic, consumer and defensive legal matters.

10. Pension Benefits – UC Retirement Plan (UCRP)

UCRP is a defined benefit plan for which participation is mandatory for eligible employees.

UCRP provides retirement income for eligible employees, adjusted for cost-of-living increases; for members, eligible survivors and contingent annuitants. UCRP also provides pre-retirement disability income, pre-retirement survivor income and for employees hired prior to July 1, 2013 with continuous service, a lump sum cashout option.

11. UC Retirement Savings Program (UCRSP)

- a. Tax-Deferred 403(b) Plan – participation through voluntary pretax salary deferrals
- b. 457(b) Deferred Compensation Plan – participation through voluntary salary deferrals
- c. Defined Contribution Plan – participation only through voluntary after-tax contributions

Participation in the UCRSP plans is available to employees.

The plans provide the following investment options:

- 1) UC Core Funds
  - i. investment options for single diversified investments including the Balanced Growth Fund and the Pathway Funds;
  - ii. primary asset class investment options for general asset allocation—all managed by the Chief Investment Officer; and,
  - iii. specialized asset class options for additional asset allocation which are mutual funds managed by independent investment advisors overseen by the Chief Investment Officer;
- 2) Fidelity Investments selected institutionally priced mutual fund;
- 3) Calvert selected institutionally priced socially responsible mutual funds; and
- 4) Other mutual funds through the Fidelity brokerage window.

12. Tax Effective Salary Reduction Programs

a. Tax Savings on Insurance Premiums (TIP)

Employees enrolled in certain health insurance plans are automatically enrolled in TIP, unless the employee makes an election to withdraw. After the University contribution, if any, is applied the net insurance premiums are deducted from gross pay before federal and state taxes.

b. Health Flexible Spending Account (Health FSA)

The Health FSA is available to employees who qualify based on their appointment and allows employees to pay for eligible out-of-pocket health care expenses on a pretax, salary reduction basis.

c. Dependent Care Flexible Spending Account (Depcare FSA)

DepCare is available to employees who qualify based on their appointment and allows employees to pay for eligible dependent care expenses on a pretax, salary reduction basis.

d. Pretax Transportation Program

Federal and State tax laws make it possible for the University to offer eligible employees who pay for parking, transit passes or vanpooling by payroll deductions to do so on a pretax basis, subject to certain limits.

13. Auto/Homeowner Insurance

Auto and home insurance policies are available which may be purchased by eligible employees.

14. Family Care Referral Service

A resource for finding childcare, eldercare, and other family care providers is available to employees who qualify based on their appointment.

15. Death Payments

Upon the death of an employee who has been on pay status at least 50% time at least six continuous months prior to death a sum equal to the deceased's regular salary for one month shall be paid to the deceased's spouse, or if there is no spouse, to the employee's eligible dependent(s), or if there is neither a surviving spouse nor eligible dependent(s), to the beneficiary designated in the deceased's Basic life insurance policy.

There is also a \$7,500 lump sum death benefit payable to beneficiaries of deceased UCRP members.

All monies due and payable to the employee at the time of death shall be paid to the employee's surviving spouse and/or eligible dependent(s).