

Open Enrollment 2006 November 1–November 30

UC's annual Open Enrollment for health and welfare plans is from November 1 through November 30. Those who are eligible will receive a special booklet in late October that will include information such as 2006 monthly medical plan rates, detailed plan information, plan comparison charts, eligibility rules, and a personalized statement listing your current enrollments and the plans available to you.

Open Enrollment changes will be completed on the At Your Service website (atyourservice.ucop.edu) using safe, simplified transactions. If you make any changes, you will receive an electronic enrollment confirmation. Paper enrollment forms will be available for those who may not have computer access or who prefer not making changes online.

Actions you can take

All changes will be effective on January 1, 2006.

During Open Enrollment, you can take the following actions:

- Change to a different medical plan or add eligible family members
- Change dental plans (if you live in California) or cancel coverage for family members

If you are thinking of changing your medical plan during Open Enrollment, you may wish to refer to the questions on page 2 to help you make your decision. Please save this newsletter for use when you receive your Open Enrollment booklet, which will contain detailed plan information and telephone numbers for the medical plans.

continued on page 2

Update on Medicare Part D benefits

The new Medicare prescription drug program called Part D starts January 1, 2006.

UC is working diligently to finalize arrangements with UC medical plans and the Centers for Medicare and Medicaid Services (CMS) to integrate Part D benefits with the prescription drug benefits of the current UC plans.

If you are enrolled in a UC Medicare plan, you will not need to take any Medicare Part D enrollment action. Information on your UC plan prescription drug benefits will be published in the *Open Enrollment* booklet that will be sent to you in late October.

In the coming weeks, you may also receive information on this program from Medicare and other non-University sources. **Please be advised that continued coverage under UC-sponsored medical plans may not be provided to those who enroll in Medicare Part D through other coverage sources.**

It is important that you read all of the Medicare information provided by UC and your UC-sponsored medical plan. Please note that the UC Customer Service Center will not have additional details on Medicare Part D until late October. 🐟

Do you want a specific doctor or care provider?

Call the medical plan directly to find out if your doctor is a listed provider with a specific plan and if he or she is currently accepting new patients.

Do you visit the doctor frequently?

If the total costs of your copayments are a concern to you, it may be worthwhile to consider a medical plan with lower copayments for office visits or other services you regularly use. You should also consider the maximum payable under each plan.

Do you have a chronic medical condition?

Some medical plans have special programs for management of conditions such as heart disease, asthma, or diabetes. Again, contact the individual plans for more information.

Are your prescription costs a key concern?

If so, compare the out-of-pocket costs under the various plans. The categories “generic formulary,” “brand formulary,” and “non-formulary” are important because the costs for a specific medication may vary considerably under different medical plans, depending on its formulary category. Additionally, the

UC Medical Centers will fill maintenance prescription drugs at the mail order cost. Call the medical plan for information on coverage for specific medication.

Are you or an enrolled family member scheduled for surgery or any other medical procedure or continuing treatment in late 2005?

If so, and you want to change your medical plan during Open Enrollment, call the new plan and ask how they will oversee the transition of your care. You should receive your new medical plan ID card by the first week in January. ➤

Advantages of direct deposit

The postal service in July experienced a delay in delivering some monthly benefit checks to retirees, creating an unfortunate inconvenience to many of you. As a result of the delay in July, our Customer Service Center and Accounting unit had to reissue the benefit checks, which for many of you held up payment for several days.



It is during these times that we would like to encourage the use of direct deposit for benefit checks. There are many advantages to using direct deposit. With direct deposit, there are no delayed, lost, or stolen checks. If you elect direct deposit, your benefit payment is automatically deposited into your account so you don't have to wait in line at the bank. Each month, UC HR/Benefits sends you a monthly statement of the deposit. Direct deposit is also fast because your funds are immediately available on the first of the month and you don't have to wait for your check to clear.

The University does not charge for direct deposit service and most banks do not charge a fee either. Check with your bank for details. Some banks offer free checking and/or ATM service or other incentives to customers who use direct deposit.

If you would like to begin direct deposit, you can obtain the form online (*Direct Deposit—Enrollment, Change or Cancellation* (UCRS 160)) on the At Your Service website (atyourservice.ucop.edu); select “Forms & Publications”) or by contacting the UC Customer Service Center (1-800-888-8267). ➤

Systemwide Human Resources and Benefits

Randolph Scott new policy and program design leader

Randolph R. Scott notes that increased funding for UC salaries and benefit costs this year signals “a clear affirmation that we need to continue to improve faculty and staff total compensation.”



Scott assumed the position of executive director for systemwide human resources and benefits policy and program design on July 25, following the retirement of Michele French from that position.

“Over the long term,” he says, “we may be faced with balancing choices between what is desirable and what is doable in order to find sustainable salary and benefit program options for all of the people of the University. We will need to move in a strategic direction that integrates all elements of salary and benefits as ‘total remuneration’ when comparing UC’s position to the market and guiding our decision making about what we should do next.”

Scott has more than 20 years of wide-ranging HR management experience. Most recently, he served as chief human resources officer at Lawrence Berkeley National Laboratory since 2001.

Reporting to Human Resources and Benefits Associate Vice President Judy Boyette, Scott is responsible for the design and development of policies, programs, and benefits plans in three interrelated areas: faculty, staff, and retiree health and welfare plans; the UC Retirement Plan and Retirement Savings Program; and personnel policy and compensation for nonrepresented staff.

Most recently, Scott served as Chief Human Resources Officer and member of the senior management team at Lawrence Berkeley National Laboratory.

Scott’s prior experience includes six years in several senior human resources positions at Kaiser Permanente, six years as vice president of human resources at Blue Cross-Blue Shield of Missouri, and management positions with several private sector companies. ➦

UC Merced opened

UC Merced, the University’s tenth campus and newest since 1965, opened its doors officially on September 5 in a gala grand opening. With 58 faculty members, 15 lecturers, and a staff of 380, the campus offers 9 undergraduate and graduate majors to its inaugural class of 1,000 students.

For more information: ucmerced.edu/news_articles/08192005_uc_merced_grand_opening.asp ➦

The Women's Health and Cancer Rights Act

Annual notification of rights

The Women's Health and Cancer Rights Act of 1998 (Women's Health Act) requires group medical plans such as those offered by UC that provide coverage for mastectomies to also provide certain related benefits or services.

Under a UC-sponsored medical plan, a plan member (employee, retiree, or eligible family member) who receives a mastectomy and elects breast reconstruction in connection with the mastectomy must receive coverage for the following:

- Reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance; and
- Prostheses and treatment of physical complications of the mastectomy, including lymphedema.

Coverage will be provided in a manner determined in consultation with the patient's physician and is subject to the same deductibles, coinsurance, and copayments that apply to other medical or surgical benefits covered under the plan.

If you have questions, please contact your medical plan carrier or refer to your carrier's plan booklet for specific coverage. ➤



Want to get healthier? PacifiCare® can help

By Sam Ho, M.D., executive vice president and chief medical officer, PacifiCare® Health Systems

Whether you want to quit smoking, improve your fitness, or better understand and manage a chronic condition, PacifiCare® offers programs that can help you achieve your health goals.

For general information on health topics, visit PacifiCare's website (securehorizons.com) for the latest flu news about immunization or the pharmacy "generic quiz" to learn more about your medication. You can also access the health info audio library 24 hours a day and the Taking Charge programs.

PacifiCare's Taking Charge programs are designed to help you control and cope with chronic conditions and health issues and complement the education that you receive from your physician.

Taking Charge of DiabetesSM

This program explains the actions you can take to manage your diabetes and reduce the risk of developing complications associated with the disease.

Taking Charge of Your Heart HealthSM

This self-directed program helps manage your diet, stress, and tobacco usage and helps you manage your health by providing the necessary education tools and resources.

Taking Charge of Fitness

This program helps set realistic nutrition and fitness goals and develop the healthy habits needed to achieve them.

Stop Smoking

This program offers telephonic coaching and support. It helps smokers focus on different parts of the quitting process in order to quit successfully.

Taking Charge of DepressionSM

This program provides telephonic support and education on treatment for depression for members diagnosed with a new or recurring episode of depression.

To learn more or enroll in a Taking Charge program, call 1-800-915-9159.

PacifiCare® is committed to doing everything they can to empower you to get and stay healthy. For more information on PacifiCare® programs and tools, visit pacificare.com. ➤



New Dimensions

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By authority of the Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, 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 (1-800-888-8267). 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. Contact your Human Resources Office for more information.

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 Director of Diversity and Employee Programs, University of California Office of the President, 300 Lakeside Drive, Oakland, CA 94612 and for faculty to Director of Academic Affirmative Action, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

Retiree Association Contacts

Use this listing if you're interested in joining an association, or to inform your association of an address change. If you have questions about your UCRS retirement benefits, call the UC Customer Service Center at 1-800-888-8267.

	Emeriti	Retirees
Berkeley	UCB Retirement Center 510-642-5461	UCB Retirement Center 510-642-5461
Davis	Charles E. Hess 530-758-0671 cehess@ucdavis.edu	Charles Lacy 530-756-4372, calacy@ucdavis.edu
Irvine	Kivie Moldave 949-824-6204, emeriti@uci.edu	Emeriti/Retiree Office 949-824-6204
LANL	N/A	Mary Mariner 505-672-1950 Chuck Mansfield 505-662-2115
LBNL	N/A	Bud Larsh 510-724-1202, almonlarsh2@juno.com
LLNL	N/A	Lawrence Livermore Employee Services Association 925-422-9402
Los Angeles	Emeriti/Retirees Relations Center 310-825-7456 emeriti@errc.ucla.edu	Emeriti/Retirees Relations Center 310-825-7456 emeriti@errc.ucla.edu
OP & Regents	N/A	Karl Droese 925-376-0468, kdroese@comcast.com
Riverside	Dericksen Brinkerhoff 951-682-3293 dericksen.brinkerhoff@ucr.edu	Betty Morton 951-689-4381, TheMortons@aol.com
San Diego	N/A	Suzan Cioffi 858-534-4724, RetireeLink@ucsd.edu retirement.ucsd.edu
San Francisco	Dr. Dorothy Rice 415-476-2771	Frances Larragueta 415-731-3109
Santa Barbara	Maggie Popp Emeriti/Retiree Relations Center 805-893-2168 maggie.popp@hr.ucsb.edu	Maggie Popp Emeriti/Retiree Relations Center 805-893-2168 maggie.popp@hr.ucsb.edu
Santa Cruz	Stanley D. Stevens 831-475-9172 sstevens@library.ucsc.edu	Nancy Pascal 831-423-2422, njpascal@cruzio.com

Note to associations: To update a listing, write to Steven Ong at *New Dimensions* (email: steven.ong@ucop.edu).



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Comments or questions?

Write *New Dimensions* at:

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Email: steven.ong@ucop.edu

For Benefits questions:

UC Customer Service Center: 1-800-888-8267

Website address: atyourservice.ucop.edu

Retiree Newsletter on Audio Cassette

This newsletter is available on audio cassette tape for visually impaired and disabled retirees. If you are interested, call *New Dimensions* at 1-800-239-4002, extension 79836, and leave your name, address, and phone number. Please indicate that you want to receive *New Dimensions* on tape and future *New Dimensions* recordings will be sent to you. Please note that audio cassette tapes are generally mailed four weeks after each *New Dimensions* mailing.

