

# UCRP/CalPERS Reciprocity

UNIVERSITY  
OF  
CALIFORNIA



One reward of working in public service is a pension—something that’s increasingly hard to come by outside the public sector. If you’re a member of both the University of California Retirement Plan (UCRP) and the California Public Employees’ Retirement System (CalPERS), you may become vested sooner or be able to retire with a higher benefit than if you were a member of just one plan.

To take advantage of these benefits, you’ll need to establish reciprocity between the two plans. This fact sheet outlines how reciprocity works, who is eligible and how to establish it.

## Eligibility

To be eligible for UCRP/CalPERS reciprocity, you must be an active or inactive member of both retirement plans. A few other conditions also apply:

- You begin employment with your new system (in a position eligible for membership in UCRP or CalPERS) within 180 days of leaving employment with the other system (in a position eligible for membership in UCRP or CalPERS) and
- You leave the required retirement plan accumulations (for example, UCRP contributions and investment earnings) on deposit with the former plan when you leave (but see tip below for possible exceptions), and
- You elect reciprocity by completing the “Election of Reciprocity” form attached to this factsheet, signing it, and sending it to the UC Retirement Administration Service Center.

You’re not eligible for reciprocity if you are working for both UC and a CalPERS-covered employer at the same time.

You must file separate retirement applications under both plans, selecting the same retirement date on both applications, for the benefits of reciprocity to apply. See “How to establish reciprocity” on page 6 for details.

At UC, the final determination of your eligibility for reciprocal benefits will be made when you apply for UCRP retirement benefits. In addition, your eligibility for reciprocity will be determined by the retirement laws and plan provisions in effect when you change employers and retirement plans.

### **2016 TIER MEMBERS**

Pension Choice participants are UCRP members, and are therefore eligible for reciprocity if they meet all of the conditions above. Savings Choice participants are not members of UCRP and are therefore not eligible for reciprocity.

#### **Tip:**

If you withdrew your CalPERS accumulations and then became a UCRP member, you may be able to redeposit your CalPERS accumulations in order to reestablish (buy back) your CalPERS service credit and membership, and qualify for reciprocity. Contact CalPERS for more information. Only active UCRP members can buy back prior UCRP service.

## How Reciprocity Works

UCRP/CalPERS reciprocity may benefit you by allowing you to combine service credit and compensation from both plans.

Note that when you elect UCRP/CalPERS reciprocity, funds are not transferred from one retirement system to the other; you’re subject to the membership requirements and rights of each system. Here’s how reciprocity affects your UCRP benefits.

### **UCRP SERVICE CREDIT AND COMPENSATION**

For periods of reciprocity:

- Your CalPERS service credit will count toward the total service credit you need to become vested in UCRP and eligible for retirement benefits. (Note, though, that CalPERS service credit doesn’t count toward eligibility for UC retiree health coverage.)
- If you earned more while a member of CalPERS than while a member of UCRP, your CalPERS compensation may help boost your UCRP benefit. That’s because your CalPERS compensation can be used in determining your Highest Average Plan Compensation (HAPC)\*, which is one of the factors in the formula used to calculate your UCRP retirement benefit. Your HAPC is your highest average monthly full-time equivalent compensation during 36 continuous months of employment as a UCRP member. If you are eligible for reciprocity, UC considers both your UCRP and CalPERS compensation when determining your HAPC.

#### **Tip:**

For help estimating your UCRP benefits, go to [atyourservice.ucop.edu](http://atyourservice.ucop.edu), select “Sign in to My Accounts,” then choose “Retirement Estimates.” If you don’t have Internet access, contact your Benefits Office for estimates. (If you’re an inactive UCRP member, you should request estimates from the UC Retirement Administration Service Center at 800-888-8267.)

\* If you became a member of UCRP before July 1, 2013, and are eligible for reciprocity, another factor comes into play in determining your HAPC. If you retire from UCRP as an inactive member, your HAPC may also be increased by cost-of-living adjustments (COLAs) for the years after you earn service credit and before you retire. Be aware, though, that COLAs will be added to your HAPC only after you’ve stopped earning in both plans. (In other words, you aren’t eligible for UC retirement COLAs while working for a CalPERS employer.) COLAs are applied July 1 of each year, so the gap between the time you stopped working and your retirement must include July 1 for you to be eligible for a COLA for that year.

## VACATION AND SICK LEAVE

Working for both UC and other public institutions may allow you to transfer accrued vacation and sick leave between employers, under certain circumstances. The process works differently from reciprocity; you don't need to fill out the attached form in order to be eligible.

### **SICK LEAVE**

If you leave State of California employment to work for UC, any sick leave you've accrued with the state can be transferred to UC as follows:

- If you're separated from employment status less than 90 calendar days, all accrued sick leave from prior service can be reinstated with UC.
- If you're separated from employment status 90 or more calendar days but less than six months (180 days), up to 80 hours of accrued sick leave can be reinstated with UC.
- If you're separated from employment status for six months (180 days) or more, accrued sick leave can't be reinstated with UC.

### **VACATION**

Your past service with the State of California, Hastings College of the Law, the UC-Managed Department of Energy Laboratories and California State University (and military leave from the same institutions) can be added to your UC service for calculating your vacation accrual rate. (At UC, your vacation is based on your appointment, the number of hours you're on pay status during the pay period, and the number of years you have worked for UC.) Your service doesn't need to be continuous to count.

For more information about qualifying vacation and sick leave service, contact your Human Resources Office.

## UCRP DISABILITY

- If you have established reciprocity with UCRP (or if you are eligible for reciprocity) and you are eligible for CalPERS disability retirement, you may be entitled to receive retirement benefits from UCRP.
- If you become disabled after you have established reciprocity (or while you are eligible for reciprocity) with CalPERS, contact CalPERS for information about benefits.

### **Got questions?**

For UC questions, check out UCnet ([ucnet.universityofcalifornia.edu](http://ucnet.universityofcalifornia.edu)). Or contact the UC Retirement Administration Service Center at 800-888-8267 or your local Benefits Office.

For CalPERS questions, go to [calpers.ca.gov](http://calpers.ca.gov), call 888-225-7377 or write:  
California Public Employees' Retirement System  
Member Services Division—Unit 841  
P. O. Box 942704  
Sacramento, CA 94229-2704

## How to Establish Reciprocity

Reciprocity doesn't happen automatically. Each job change between UCRP-covered employment and CalPERS-covered employment is separate, and you need to establish reciprocity **separately with each system** for each membership period. To establish reciprocity with UCRP, you'll need to complete the attached *Election of Reciprocity* form (UBEN 157) and send the signed original to the UC Retirement Administration Service Center. (See the form for details.)

As long as you remain eligible (see "Eligibility" on page 4 for guidelines), you may establish UCRP/CalPERS reciprocity at any time. **Please note** that you must file separate retirement applications under both plans, selecting the same retirement date on both applications, for the benefits of reciprocity to apply.

The CalPERS reciprocity requirements and benefits may differ from UC's, so be sure to contact CalPERS **before** you submit your UCRP reciprocity election form. To learn more, or to establish reciprocity with CalPERS, contact them directly at [calpers.ca.gov](http://calpers.ca.gov) or 888-225-7377.

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, 5th Floor, Oakland, 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.

# UBEN 157 Election of Reciprocity

UCRP and the California Public Employees' Retirement System (CalPERS) provide reciprocal benefits to ensure continuity of retirement benefits for members who transfer between the two retirement plans under certain circumstances. Please note that the reciprocal agreement applies to UCRP benefits only; it does not apply to eligibility for health coverage after retirement.

Complete this form if you want to elect reciprocity between UCRP and CalPERS. To be eligible for reciprocity, you must:

- be an active or inactive member of both retirement systems,
- begin employment in a position eligible for membership in UCRP or CalPERS within 180 days of leaving employment in a position eligible for membership in the other plan, and
- leave (or have left or redeposited, if eligible) retirement plan contributions (if any) on deposit with the former system.

**Please photocopy this form for your records and send the signed original to UC Retirement Administration Service Center.**

## PERSONAL INFORMATION

Name (Last, First, Middle Initial)	Social Security Number	Birthdate
Mailing Address (Number, Street)	Daytime Phone (    )	
(City, State, ZIP, Country)	<input type="checkbox"/> Check the box if permanent address change	

## EMPLOYMENT INFORMATION

I elect reciprocity because I am transferring (or have transferred) from employment covered by UCRP to employment covered by CalPERS.

OR

I elect reciprocity because I am transferring (or have transferred) from employment covered by CalPERS to employment covered by UCRP.

UC Employment Location	Start Date	Separation Date
State (CalPERS) Employment Location	Start Date	Separation Date
Member's Signature (must be an original)	Date	

See Reverse for Privacy Notifications

Send completed form to:  
UC RASC—Research Unit  
P.O. Box 24570  
Oakland, CA 94623-1570

RETN: Pending (R4/19)

**UNIVERSITY OF CALIFORNIA** Human Resources

# UBEN 157 Election of Reciprocity

## **PRIVACY NOTIFICATIONS**

### **STATE**

The State of California Information Practices Act of 1977 (effective July 1, 1978) requires the University to provide the following information to individuals who are asked to supply information about themselves.

The principal purpose for requesting information on this form, including your Social Security number, is to verify your identity, and/or for benefits administration, and/or for federal and state income tax reporting. University policy and state and federal statutes authorize the maintenance of this information.

Furnishing all information requested on this form is mandatory. Failure to provide such information will delay or may even prevent completion of the action for which the form is being filled out. Information furnished on this form may be transmitted to the federal and state governments when required by law.

Individuals have the right to review their own records in accordance with University personnel policy and collective bargaining agreements. Information on applicable policies and agreements can be obtained from campus or Office of the President Staff and Academic Personnel Offices.

The official responsible for maintaining the information contained on this form is the Vice President—University of California Human Resources, 1111 Franklin Street, Oakland, CA 94607-5200.

### **FEDERAL**

Pursuant to the Federal Privacy Act of 1974, you are hereby notified that disclosure of your Social Security number is mandatory. The University's record keeping system was established prior to January 1, 1975 under the authority of the Regents of the University of California under Article IX, Section 9 of the California Constitution. The principal uses of your Social Security number shall be for state tax and federal income tax (under Internal Revenue Code sections 6011, 6051 and 6059) reporting, and/or for benefits administration, and/or to verify your identity.





