

APPENDIX H:  
RETIREMENT CHOICE PROGRAM

**Within \_\_\_\_\_ days following the ratification date, Safety employees who become eligible for UC's primary retirement benefit options on or after that date – including: eligible employees who are newly hired, eligible employees rehired after a tier break in service, and ineligible employees who later become eligible (i.e., Safe Harbor employees who become career) – would have a choice between the following two options:**

**Pension Choice: UCRP Safety formula, with the PEPRA cap applicable to new hires on or after the implementation date (since Safety employees are without Social Security the UCRP covered compensation limit with PEPRA cap is \$142,530 for 2017). The Safety member contribution rate to UCRP currently is 9% of covered pay. Pension Choice for those subject to the PEPRA cap includes a defined contribution plan supplemental benefit for eligible compensation over the PEPRA cap: currently 3% is contributed by UC and 9% of covered pay is contributed by the employee.**

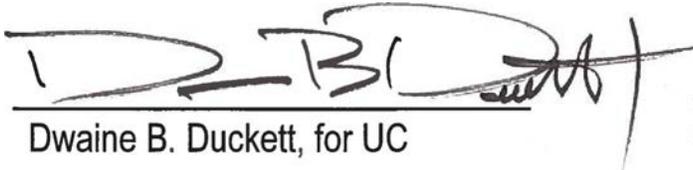
**OR**

**Savings Choice: a defined contribution plan benefit which includes contributions on covered compensation up to the IRS compensation limit (i.e., covered compensation is not limited to the PEPRA cap): currently 8% is contributed by UC and 9% is contributed by the employee.**

**Safety employees' participation in the Retirement Choice Program will follow the same policies and procedures as for non-represented staff employees. Employees who do not make an affirmative election in the 90-day choice window will default to Pension Choice.**

**There are no changes for officers hired before the implementation date indicated above. As soon as administratively feasible following ratification of this agreement, updates will be made online to reflect these changes. This Appendix describes the process for implementation of the Retirement Choice Program but does not**

otherwise modify the terms of the Benefits Article. Prior to the implementation of the Retirement Choice Program, the University will work with FUPOA to develop a written communication that shall be distributed to newly hired police officers and trainees during the orientation process, and prior to making a retirement choice election.



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