

New Faculty Benefits Orientation

September 20, 2013



Enrollment Period

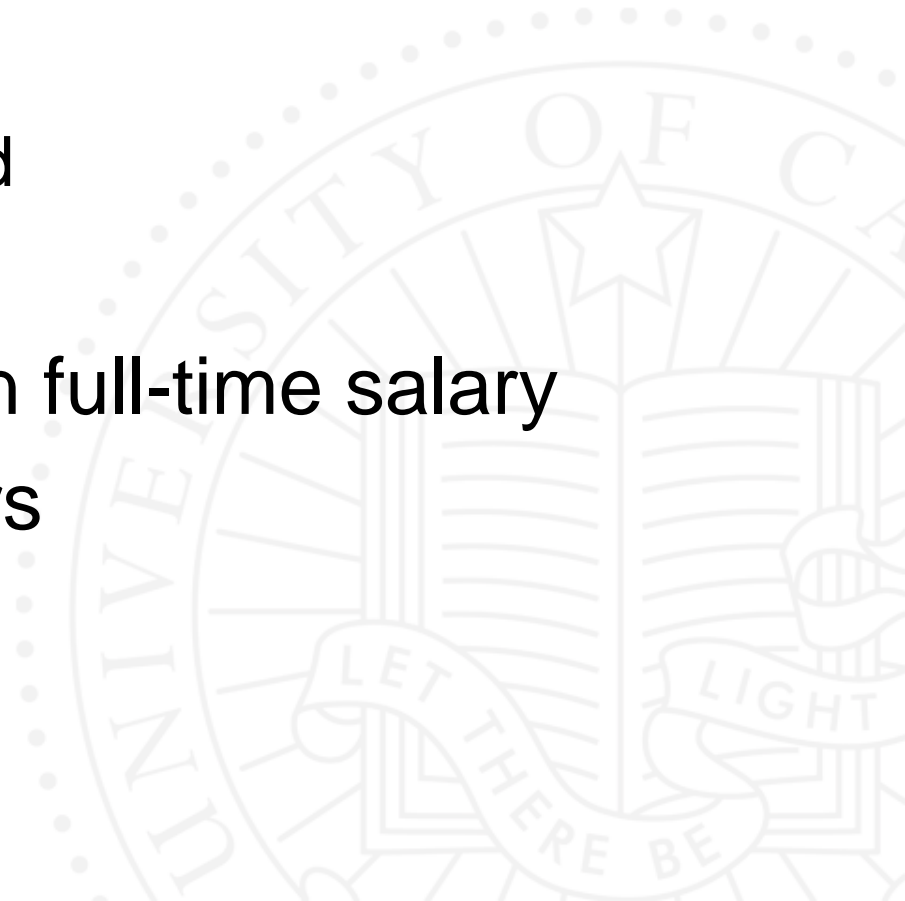
- ▶ Period of Initial Eligibility
 - ▶ 31 days from the date of hire or date of appointment letter
 - ▶ Second PIE for faculty – 31 days from the start of classes (Sept. 23, 2013) or when you arrive on campus
- ▶ Open Enrollment
 - ▶ Oct. 28 – Nov. 26, 2013 (effective Jan. 1, 2014)

Level of Coverage

- Full Benefits
 - 50% or more for a year or more, or
 - Worked 1,000 hours in a continuous 12-month period (750 hours for lecturers)
- Mid-Level Benefits
 - 100% for three months or more, but less than 12 months
- CORE Benefits
 - You are appointed for at least 43.75% time

Health Plans

- › Anthem Blue Cross
 - › PPO, Plus, Luminous, and CORE
- › Health Net HMO
 - › Regular and Blue & Gold
- › Kaiser HMO
- › Premiums are based on full-time salary
- › Eligible Family Members



Dental and Vision Plans

- ▶ Delta Dental PPO
 - ▶ PPO/Premiere Plan
- ▶ Delta Care USA
 - ▶ Selected Providers
- ▶ Vision Service Plan
 - ▶ In-Network Providers
 - ▶ Non-Network Providers



Disability

- UC-Paid Short-Term Disability
 - Plan pays 55% of salary up to a maximum of \$800 per month for up to six months
- Supplemental Disability
 - Plan pays 70% of salary up to a maximum of \$15000 for up to 52 weeks
 - Long Term Disability plan pays up to 50% (70% if combined with other benefits) to age 65

Life Insurance

- UC-Paid Life Insurance
 - Plan pays one times annual salary up to \$50K
 - Supplemental Life Insurance
 - Plan choices: \$20K or 1, 2, 3, or 4 times annual salary
- Dependent Life Insurance
 - Basic Life (\$5K)
 - Expanded Dependent Life (50% of Employee Life)

Accidental Death & Dismemberment

- › Enrollment Options: self, family, or modified family.
- › Coverage Options: 10K – 500K
- › Employee and family covered for accidental death or dismemberment
- › Employee only covered for total disability as the result of an accident

Legal Plan

› ARAG Legal Plan

- › Open to new employees during PIE
- › Free documents available on their website:
 - › <https://www.araglegalcenter.com/home/index.htm>
- › Cost:
 - › Self: \$10.02
 - › Self + Adult: \$13.78
 - › Self + Child(ren): \$13.78
 - › Family: \$15.03

Flexible Spending Accounts

- DepCare
 - Annual election (must re-enroll every year)
 - Maximum amount \$5000
 - Minimum amount \$180
- Health Care FSA
 - Debit Card availability
 - Maximum: \$2500 Minimum: \$180
 - Forfeit any unused amount (carryover 4/15/xx)

Retirement

› UCRP

- › 2013 Plan Members: 7% of covered compensation per month
- › 403(b) and 457(b) tax-deferred to Fidelity Investment Services
- › Maximum \$17.5K (under age 50) to \$23K (50+)

Resources/Contacts

- › UCOP **At Your Service** website:
<http://atyourservice.ucop.edu>
- › Benefits Office
 - › Mary Johnson, Health Care Facilitator, 2-1425
 - › Veronica Luna, Sr. Benefits Analyst, 2-2636