

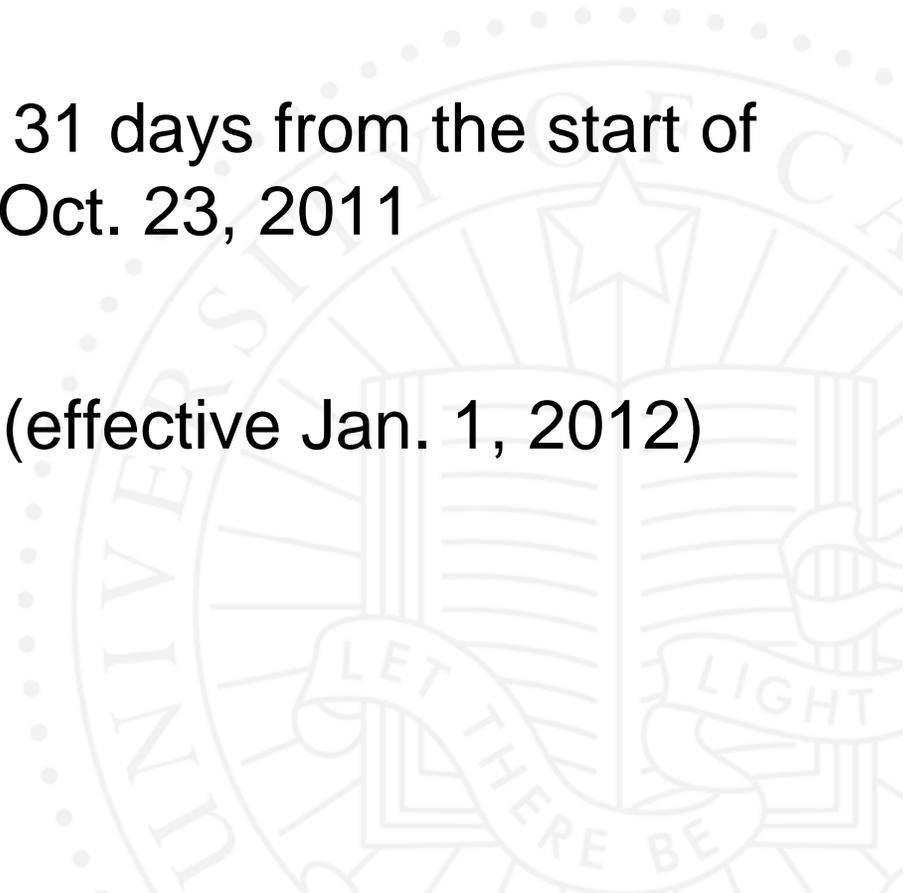
New Faculty Benefits Orientation

September 21, 2011



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. 22, 2011-Oct. 23, 2011
- Open Enrollment
 - Oct. 31 – Nov. 22, 2011 (effective Jan. 1, 2012)

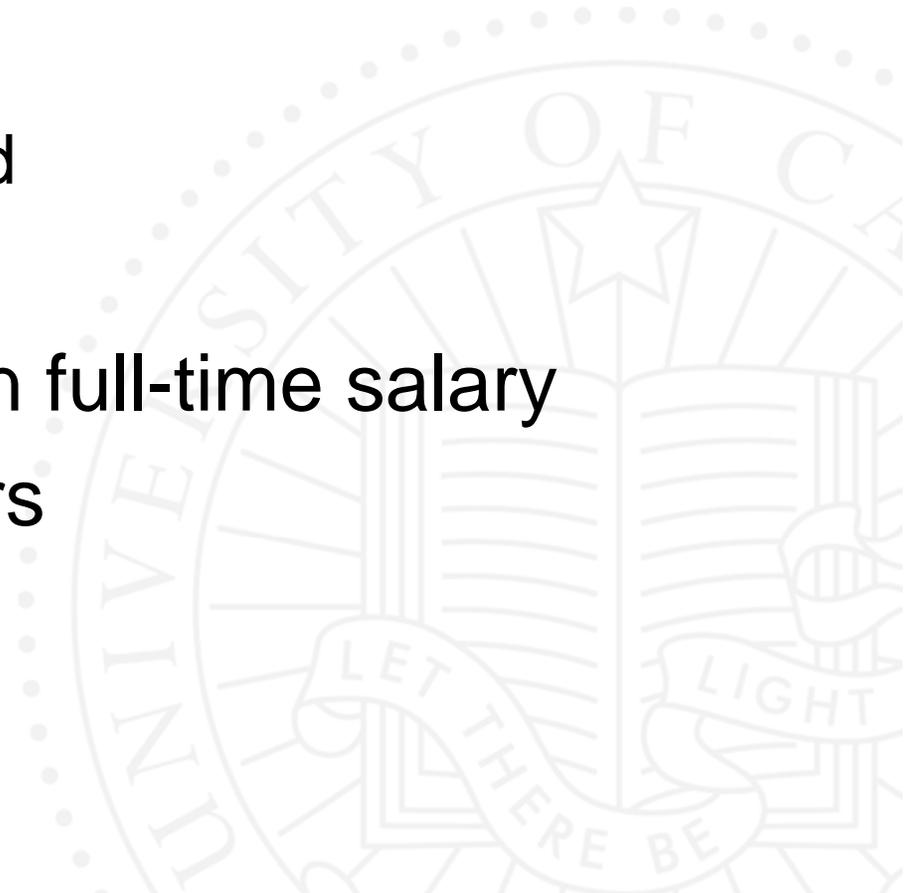


Level of Coverage

- ▶ 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 \$10000 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

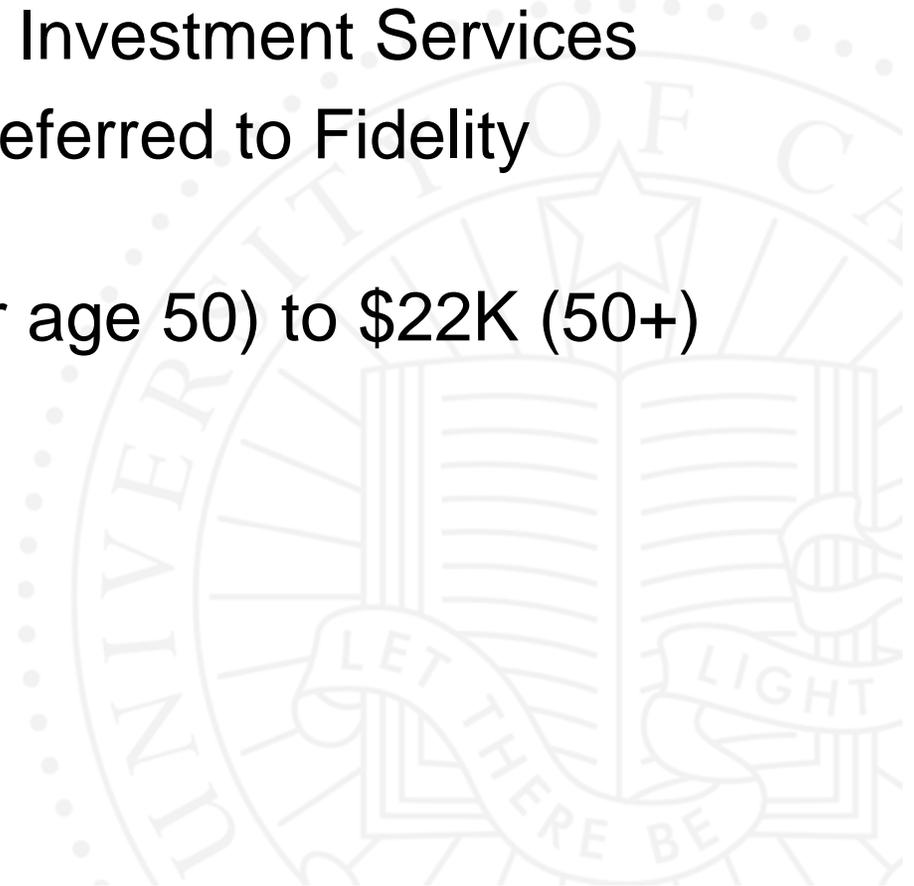


Flexible Spending Accounts

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

Retirement

- UCRP
 - Career: 3.5% less \$19 per month
 - Casual: 7.5% to Fidelity Investment Services
 - 403(b) and 457(b) tax-deferred to Fidelity Investment Services
 - Maximum \$16.5K (under age 50) to \$22K (50+)



Resources/Contacts

- UCOP **At Your Service** website:
<http://atyourservice.ucop.edu>

- **Benefits Office**
 - Theron Lyon, Benefits Manager, 2-1434
 - Tina Rodriguez, Sr. Benefits Analyst, 2-1440
 - Mary Johnson, Health Care Facilitator, 2-1425