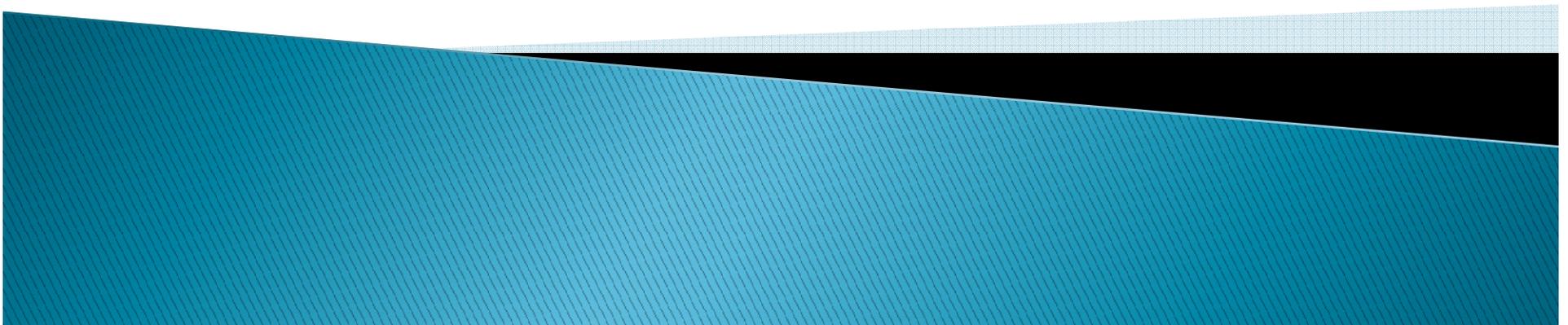


New Faculty Benefits Overview

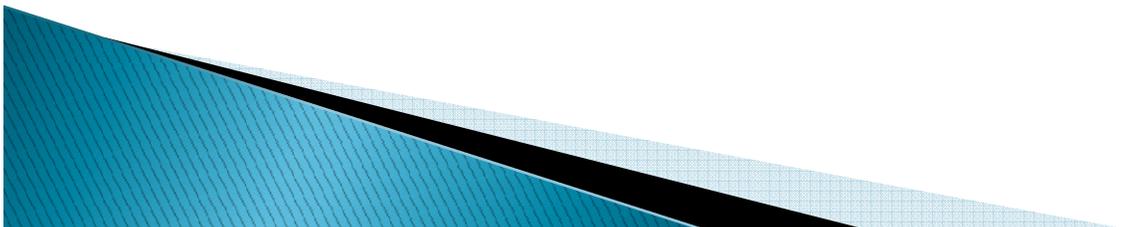
Sept. 18, 2009

Mary Johnson, HCF



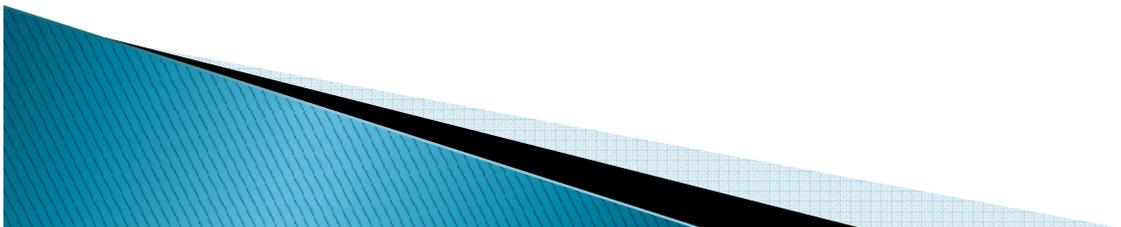
Enrollment Process

- ▶ Period of Initial Eligibility (PIE)
 - Online Enrollment– First 31 days from date of hire
 - Paper Enrollment– First day of classes (Sept. 24)
 - Paper Enrollment– First day of Arrival at the Campus
- Open Enrollment
- Oct. 29–Nov. 24, 2009 – Coverage Effective Jan. 1, 2010



When Coverage Begins

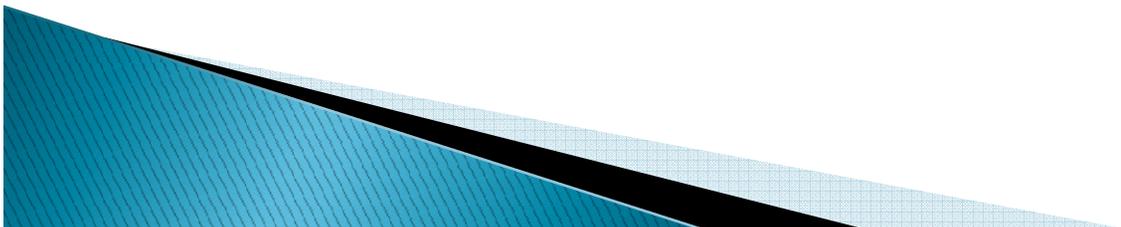
- ▶ UC-sponsored plans– first day you become eligible (July 1) or first day of classes or first day you arrive on campus, whichever occurs first
- ▶ Health Flexible Spending and Dependent Care Flexible Spending Accounts– first day of the month you enroll subject to payroll deadlines



Health Care Plans

- ▶ Anthem Blue Cross Plus* (POS)
- ▶ Anthem Blue Cross PPO (PPO)
- ▶ CIGNA Choice Fund (HRA/PPO)
- ▶ CORE (Fee for Service)
- ▶ Health Net HMO* (HMO)
- ▶ Kaiser CA South (HMO)

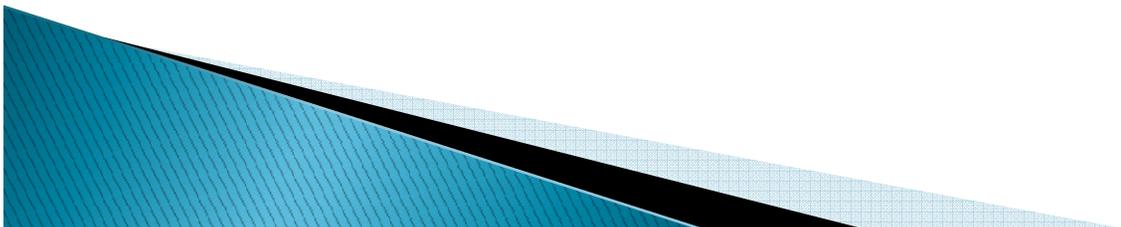
*Requires Primary Care Physician selection



Dental and Vision Plans

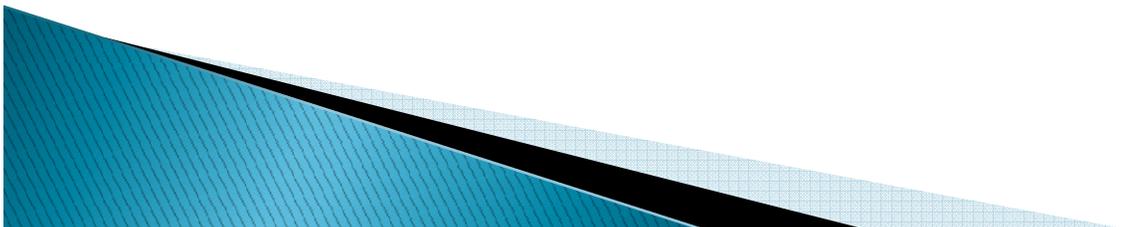
- ▶ Delta Dental PPO (PPO/Premier)
- ▶ DeltaCare USA (HMO)

- ▶ Vision Service Plan (VSP) (PPO/out of Network)



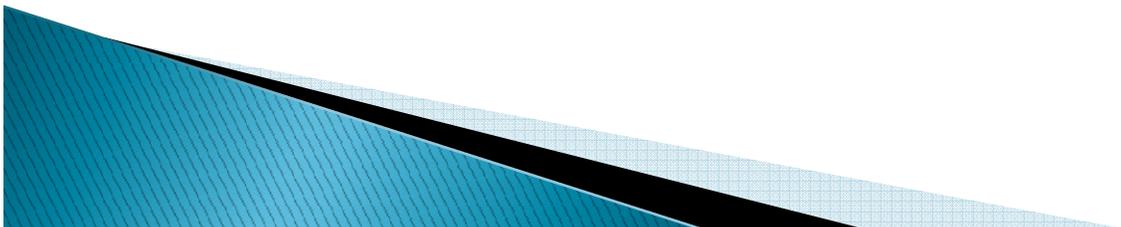
Disability Insurance

- ▶ Short-term Disability (automatically enrolled)
 - Pays 55% of salary up to maximum \$800/month for up to six months
- ▶ Supplemental Disability (enroll during PIE)
 - Pays higher level of benefits for a longer period
 - 70% of salary up to maximum of \$10,000/month for up to 12 months (elect a waiting period)
- *Long-term disability
 - 50% of salary to age 65



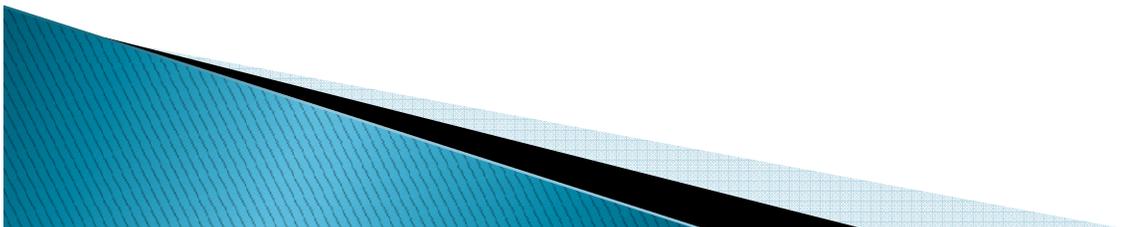
Life and Accident Insurance

- ▶ Basic Life– one times salary, up to \$50K
- ▶ Supplemental Life Insurance–
 - \$20,000
 - One, two, three, or four times your annual salary
- ▶ Dependent Life Insurance
 - Basic Dependent Life– \$5000 per dependent
 - Expanded Dependent Life– Spouse– 50% Children– \$10K
- ▶ Accidental Death and Dismemberment– \$10K– \$500K



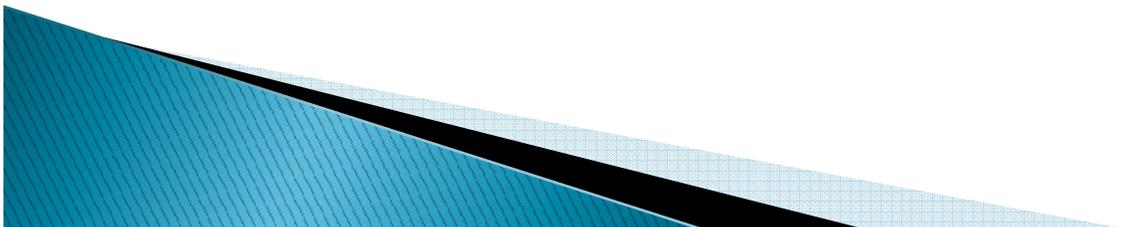
Legal Plan Insurance

- ▶ ARAG Legal Plan–
 - Preventive legal services
 - Domestic legal services
 - Consumer services
 - Online law guide and document library
 - Identify theft services
 - Reduced fees for non-covered matters



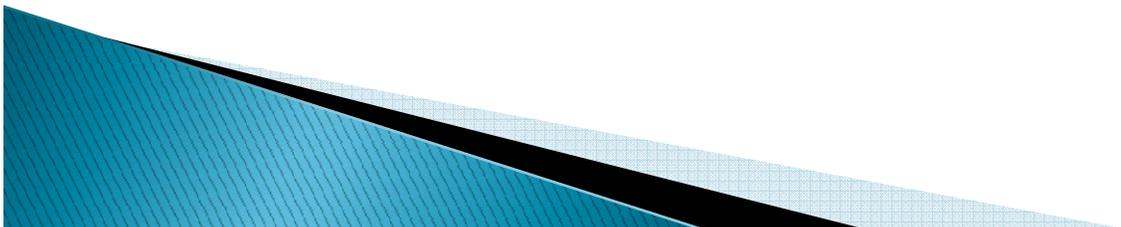
Flexible Spending Accounts

- ▶ Health Flexible Spending Account
 - Annual amount deducted monthly– \$180 – \$5000
 - Expenses incurred between January 1 – March 15
 - Health FSA Benefit Card
- ▶ Dependent Care Flexible Spending Account
 - Annual amount– \$180 – \$5000
 - Expenses incurred between January 1 – March 15



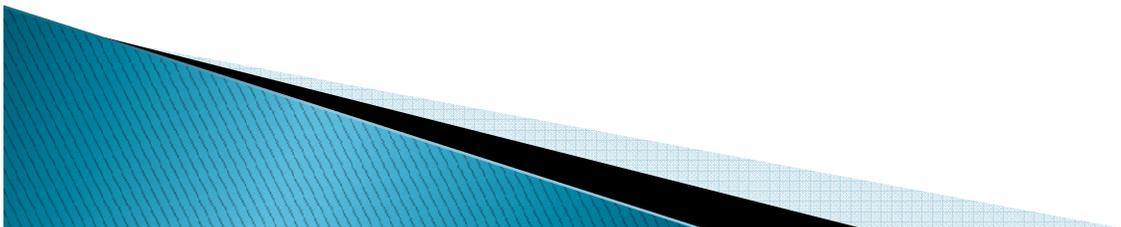
Additional Benefits

- ▶ Business Travel Accident Insurance
- ▶ Automobile and Homeowner/Renter Insurance
- ▶ Workers' Compensation
- ▶ Credit Union participation
- ▶ Scholarshare College Savings Program
- ▶ Bank Discount Programs



Retirement

- ▶ University of California Retirement Plan
 - Automatic membership, no contributions required
 - Defined Contribution Plan–mandatory contributions (2% less \$19/month/4% after \$94,200)
 - Automatically invested in UC Managed Savings Fund available on the Fidelity website
 - 403(b)/457(b)– voluntary pre-tax contributions
 - Rollovers– previous employer–sponsored plans eligible



Contacts

- ▶ Theron Lyon–Benefits Manager x21434
- ▶ Tina Rodriguez–Benefits Representative
X21440
- ▶ Mary Johnson–Health Care Facilitator X21425
- ▶ Marsha Marion– Disability Management
Coordinator– 24785
- ▶ Nini Furst– Workers’ Compensation X24207

