

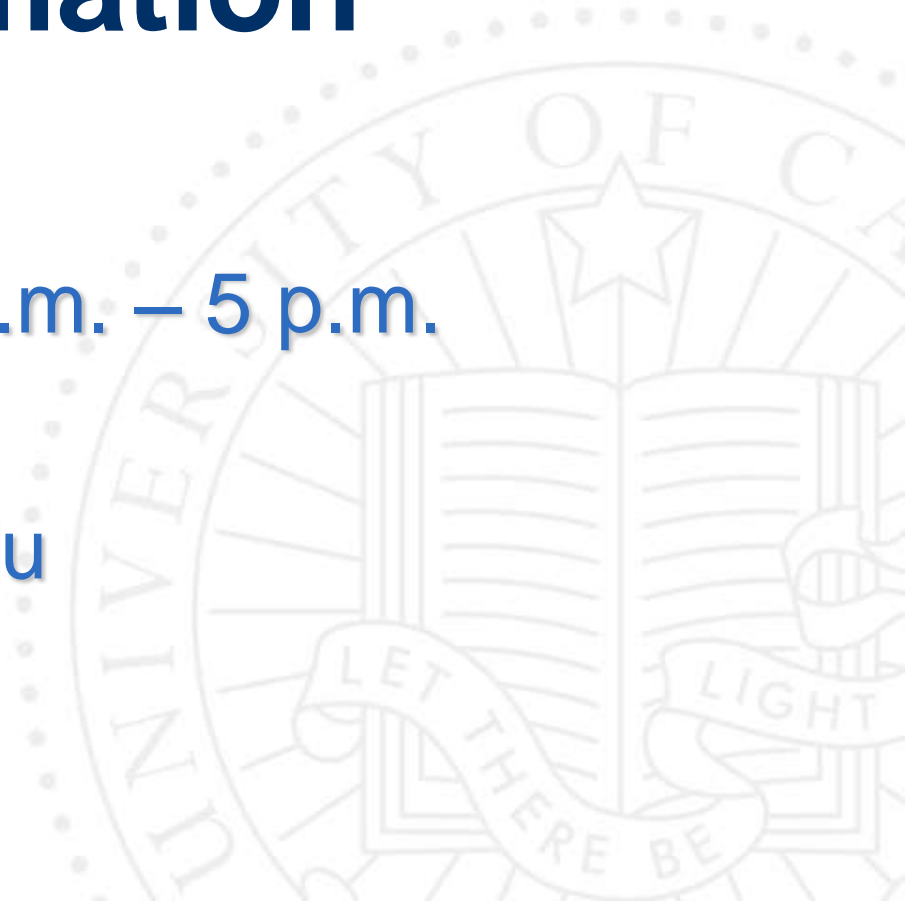
New Faculty Benefits Information

Benefits Office Hours:

Monday thru Friday 8 a.m. – 5 p.m.

Phone: 951-827-4766

Email: benefits@ucr.edu



Enrollment Period

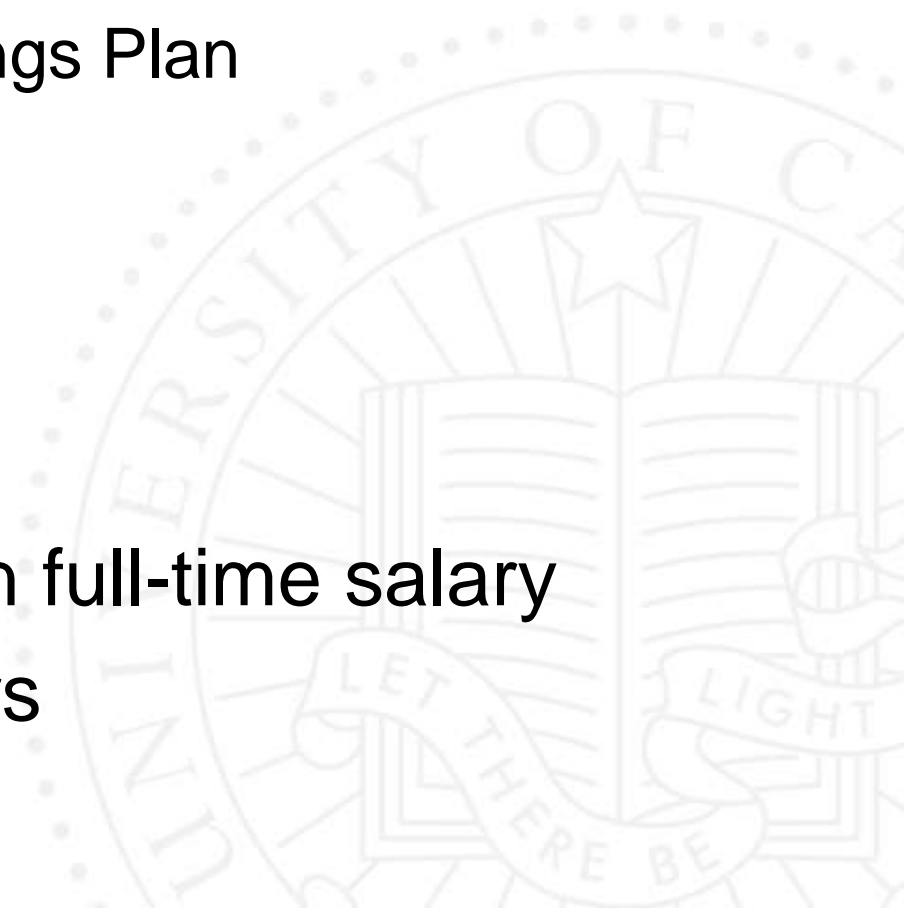
- ▶ Period of Initial Eligibility
 - ▶ 31 days from the date of hire or date of appointment letter
 - ▶ Second PIE for faculty – 31 days from arrival on campus or the start of classes, whichever comes first
- ▶ Open Enrollment
 - ▶ Oct. 30 – Nov. 25, 2014 (effective Jan. 1, 2015)

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

- PPO
 - CORE (Blue Shield)
 - Blue Shield Health Savings Plan
 - UC Care (Blue Shield)
- HMO
 - Kaiser
 - Health Net Blue & Gold
- Premiums are based on full-time salary
- Eligible Family Members



Dental and Vision Plans

- ▶ Delta Dental
 - ▶ PPO/Premiere Plan
- ▶ Delta Care USA
 - ▶ Selected Providers
- ▶ Vision Service Plan (VSP)
 - ▶ In-Network Providers
 - ▶ Non-Network Providers
- ▶ Dental and vision premiums paid by the UC

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 \$15,000 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)

AD&D and Legal Plan

- Accidental Death & Dismemberment
 - Enrollment Options: self, family, or modified family.
 - Coverage Options: \$10K – \$500K
- 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 FSA
 - Maximum amount \$5000 (\$2,500 if married and filing separate income tax return)
 - Minimum amount \$180
- Health Care FSA
 - Debit Card availability
 - Maximum: \$2,500
 - Minimum: \$180
- Annual election (must re-enroll every year)
- Forfeit any unused amount

Retirement

- UCRP
 - Membership is automatic and mandatory for eligible employees
 - 7% contributions (subject to collective bargaining)
 - Eligible to retire at age 55 with at least 5 years of service credit and 10 years of service to be eligible for retiree health benefits
- UC Retirement Savings Program (Fidelity Investments)
 - 403(b), 457(b) and Defined Contribution Plan
 - Contribute up to \$17,500 annually (\$23,000 age 50 or older)

Resources/Contacts

- › Benefits Office
 - › Veronica Luna, Health Care Facilitator, 2-2636
 - › Alisha French, Sr. HR Program Analyst, 2-1434
- › UCnet website:
<http://dev.ucnet.universityofcalifornia.edu/>
- › Benefits Office website:
<http://hr.ucr.edu/benefits.html>
- › Fidelity Investments website:
<https://nb.fidelity.com/public/nb/default/home>