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

- Open Enrollment
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 move, but less than 12 months

- **CORE Benefits**
  - You are appointed for at least 43.75% time
Health Plans

- Anthem Blue Cross
  - PPO, Plus, Lumenous, 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