New Faculty Benefits Orientation

September 19, 2012
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. 24, 2012) or when you arrive on campus

- Open Enrollment
  - Oct. 29 – Nov. 21, 2012 (effective Jan. 1, 2013)
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: 5% less $19 per month
➢ Casual: 7.5% to Fidelity Investment Services
➢ 403(b) and 457(b) tax-deferred to Fidelity Investment Services
➢ Maximum $17K (under age 50) to $22.5K (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