

# Senior Management Benefits

UC offers career employees a comprehensive and competitive benefits program that includes health and welfare benefits, retirement plans, and savings programs. See *Your Group Insurance Plans* and the *Summary Plan Descriptions* for the retirement plans for overviews of these benefits.

In addition, members of the UC Senior Management Group with full-time (100 percent), career appointments may be eligible for:

- the Senior Management Supplemental Benefit Program
- salary continuation for disability
- Senior Management Life insurance
- increased Business Travel Accident Insurance coverage

A brief overview of these benefits follows. Details about senior management benefits are available from your Human Resources Office

## Senior Management Supplemental Benefit Program

*This brief overview does not reflect changes proposed in Item 3C presented to the Special Committee on Compensation at The Regents' meeting of January 18, 2006. The policy will be amended consistent with the*

*changes approved by The Regents.*

The Senior Management Supplemental Benefit Program (*Program*) provides for contributions to be made to the Retirement Savings Program (*RSP Plans*). The RSP Plans include the University of California Defined Contribution Plan, the University of California Tax-Deferred 403(b) Plan, and the University of California 457(b) Deferred Compensation Plan.

The amount of the contributions is either 3% or 5% of your monthly base salary,\* based on your appointment grade level.

Senior Managers in full-time (100%) appointments are eligible to participate in the Program. You are not eligible to participate in the Program if you:

- hold a tenured academic appointment (appointed after June 30, 1996);
- are appointed less than full-time; or
- are appointed in an acting or interim capacity.

UC will make a contribution to one or more of the RSP Plans on your behalf equal to the percentage rate of compensation established for your base salary and appointment grade level, subject to any limitations in the applicable RSP Plans and the Internal Revenue Code. The employee-paid portion of any applicable Medicare and Social Security tax, based on

any UC contribution to the 457(b) Plan will be withheld from your wages in the same year in which UC makes the contribution.

Contributions made under the Program are not used to determine any other UC benefits, such as University of California Retirement Plan (UCRP) or California Public Employees' Retirement System (CalPERS) retirement and disability income, any insured disability benefits, or life insurance.

For more information, see the *Senior Management Supplemental Benefit Program* or Policy II-71 in *Senior Management Personnel Policies*, available in your Human Resources Office. The terms of the RSP plans and the Senior Management Personnel Policies control the administration of the Program.

\* For purposes of this Program, an administrative stipend will be included in "base salary."

## Salary Continuation for Disability

Disabled senior managers are covered by University-Paid Disability insurance and, if enrolled, Employee-Paid Disability insurance. See *Your Group Insurance Plans* for details.

Senior managers with five or more consecutive, uninterrupted years of service who become totally and permanently disabled are eligible to receive 12 months of full salary continuation

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before receiving UC-sponsored disability insurance benefits. UC has contracted with Liberty Mutual to assist with the administration of this salary continuation.

For more information about salary continuation for disability, see Policy II-42 in *Senior Management Personnel Policies*. For more information about how salary continuation affects UC-sponsored benefits plans, see your Benefits Representative.

## Senior Management Life Insurance

Members of the Senior Management Group are eligible for University-Paid Senior Management Life insurance. The coverage amount is two times your annual salary to a maximum of \$800,000. Each year's coverage amount is based on your salary rate in effect on January 1 of that year, or if newly hired, the date you become a member of the Senior Management Group. This coverage is in addition to

the \$50,000 University-Paid Career Life Insurance, any coverage you select under under Employee-Paid Life insurance, benefits from UCRP, or any other UC death benefit for which you may qualify.

Senior Management Life insurance also has a "living benefit" option that allows terminally ill employees who have been covered by the plan for at least one year to receive some of their insurance benefits before death. The amount that would otherwise be payable to beneficiaries when the employee dies is reduced by the amount paid to the employee.

UC pays the premiums for Senior Management Life insurance. However, under the Internal Revenue Code, the value of employer-paid life insurance in excess of \$50,000 is taxable income to you and is reported on your annual Form W-2. Your Benefits Representative can explain the value of and your prospective income taxes for Senior Management Life insurance.

Enrollment in Senior Management Life insurance is automatic. You may, however, decline or discontinue this coverage at any time by submitting form UPAY 728 (*Senior Management Life Insurance Election*) to your Benefits Office. Coverage may end if your senior management appointment drops below 100 percent time. See your Benefits Representative for more information.

You may name or change your beneficiary (ies) for this life insurance at any time.

## ~~Business Travel Accident Insurance~~

~~As a member of the Senior Management Group, your Business Travel Accident Insurance coverage increases to \$250,000 when you travel on UC business. You are enrolled automatically when you become a senior manager, and UC pays the premiums.~~

*As of 2009, all UC employees have same level of Business Travel Insurance coverage.*

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By authority of the Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director of Diversity and Employee Programs, University of California Office of the President, 300 Lakeside Drive, Oakland, CA 94612 and for faculty to Director of Academic Affirmative Action, University of California Office of the President, 1111 Franklin Street, Oakland, CA. 94607.

Website address: [atyourservice.ucop.edu](http://atyourservice.ucop.edu)

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