**BENEFITS SUMMARY**

|  |  |
| --- | --- |
| VACATION ACCRUAL | An eligible employee shall earn vacation credit each bi-weekly cycle based on the number of hours on pay status at the following rate:\*Hours on pay status, including paid holidays, but excluding all paid overtime hours. \*\*Full time rate. |
| SICK LEAVE ACCRUAL | An eligible employee shall earn sick leave credit at the rate of .046154 hours per hour on pay status, including paid holiday hours but excluding all paid overtime hours. |
| DENTAL INSURANCE | Cost 100% covered by UC.  |
| VISION INSURANCE | Cost 100% covered by UC.  |
| BASIC LIFE INSURANCE | Automatic enrollment. Basic Life cost 100% covered by UC.  |
| BASIC DISABILITY | Automatic enrollment. Basic Disability cost 100% covered by UC.  |
| MEDICAL INSURANCE | You and UC share the costs of your medical plan premiums — except for CORE, which is paid for entirely by UC. Your share of the premium depends on your full-time salary rate, the plan you choose, your level of coverage, and your employee group. Refer to page 2 of this document to see the monthly employee contributions for UC medical plans in 2024. |
| PRIMARY RETIREMENT PLAN | Automatic enrollment in Retirement Pension, 2013 Tier. Employee contributes 9% and UC contributes a portion of your eligible pay, as determined by the UC Regents, up to the PEPRA maximum. |
| SUPPLEMENTAL RETIREMENT PLANS | Option to enroll in voluntary Retirement Savings Programs record kept by Fidelity including: 403(b), 457(b), and Defined Contribution Plan (DCP) after-tax retirement savings plan. |
| SUPPLEMENTAL BENEFITS | Option to enroll in employee paid supplemental benefits including: Voluntary Short-Term Disability, Voluntary Long-Term Disability, Supplemental Life, Dependent Life, Accidental Death & Dismemberment, Supplemental Health Plans, Health Flexible Spending Account, Dependent Care Flexible Spending Account, Legal Plan. Visit <https://ucnet.universityofcalifornia.edu/> for more information. |

 **MEDICAL PLAN OPTIONS BY PAY BANDS**

Choose the appropriate salary tier below to see the monthly employee contributions for UC medical plans in 2024.

|  |  |
| --- | --- |
|  **PAY BAND 1**  | **PAY BAND 2** |
| **Medical Plans – $68,000 and under** | **Medical Plans – $68,001 to $136,000** |
|   | **Self** | **Self + Child(ren)** | **Self + Adult** | **Self + Adult & Child(ren)** | **Self** | **Self + Child(ren)** | **Self + Adult** | **Self + Adult & Child(ren)** |
| **UC Blue & Gold HMO** | $83.77 | $126.78 | $206.07 | $247.46 | $121.95 | $195.50 | $293.23 | $365.17 |
| **Kaiser HMO** | $36.49  | $61.97 | $73.24 | $96.30 | $77.05 | $130.69 | $160.40 | $214.01 |
| **UC Health Savings Plan (HSA) PPO** | $79.26  | $129.75 | $180.81  | $227.92  | $186.73  | $305.61  | $436.31  | $546.62  |
| **UC Care PPO** | $212.95  | $380.49  | $514.84  | $682.95  | $261.05  | $466.43  | $621.03  | $827.07  |
| **CORE PPO** | $0  | $0  | $0  | $0  | $0  | $0  | $0  | $0  |
|  **PAY BAND 3** | **PAY BAND 4** |
| **Medical Plans – $136,001 to $204,000** | **Medical Plans – Over $204,000** |
|   | **Self** | **Self + Child(ren)** | **Self + Adult** | **Self + Adult & Child(ren)** | **Self** | **Self + Child(ren)** | **Self + Adult** | **Self + Adult & Child(ren)** |
| **UC Blue & Gold HMO** | $161.13 | $266.02 | $371.34 | $474.62 | $201.70 | $339.05 | $452.27 | $588.00 |
| **Kaiser HMO** | $116.23 | $201.21 | $238.51 | $323.46 | $156.80 | $274.24 | $319.44 | $436.84 |
| **UC Health Savings Plan (HSA)** | $297.01  | $486.08  | $665.28  | $842.96  | $411.20  | $672.98  | $902.52  | $1,149.94  |
| **UC Care PPO** | $310.41  | $554.63  | $716.19  | $961.08  | $361.52  | $645.96  | $814.79  | $1,099.90  |
| **CORE PPO** | $0  | $0  | $0  | $0  | $0  | $0  | $0  | $0  |