

BENEFITS SUMMARY

VACATION ACCRUAL	Professional and Support Staff (PSS) accrue Vacation as follows:																							
	<table><tr><th>Years of Qualifying Service</th><th>Vacation Days Accrued Per Month (Approx.)</th><th>Vacation Accrual Factor (Per Hour on Pay Status)</th><th>Maximum Vacation Hours</th></tr><tr><td>Less than 10</td><td>1.25</td><td>.057692</td><td>240</td></tr><tr><td>10 but less than 15</td><td>1.50</td><td>.069231</td><td>288</td></tr><tr><td>15 but less than 20</td><td>1.75</td><td>.080769</td><td>336</td></tr><tr><td>20 or more</td><td>2.00</td><td>.092308</td><td>384</td></tr></table>				Years of Qualifying Service	Vacation Days Accrued Per Month (Approx.)	Vacation Accrual Factor (Per Hour on Pay Status)	Maximum Vacation Hours	Less than 10	1.25	.057692	240	10 but less than 15	1.50	.069231	288	15 but less than 20	1.75	.080769	336	20 or more	2.00	.092308	384
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	15 but less than 20	1.75	.080769	336																				
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Senior Managers, Managers, and Senior Professionals (SMG/MSP) accrue Vacation as follows:																								
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*Hours on pay status, including paid holidays, but excluding all paid overtime hours. **Based on full time statue.																								
SICK LEAVE ACCRUAL	Sick leave is accrued at a factor of 0.046154 per hour (approximately eight hours of sick leave per month for an employee on full-time pay status).																							
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. 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 3 of this document to see the monthly employee contributions for UC medical plans in 2025.																							

Continued on Page 2: Primary Retirement Plan, Supplemental Retirement Plans, and Supplemental Benefits

BENEFITS SUMMARY CONTINUED

PRIMARY RETIREMENT PLAN	<p>2016 Retirement Choice Program (Pension Choice and Savings Choice) - You must make your selection within 90 days.</p> <p>Savings Choice: Employee contributes 7% and UC contributes 8% up to the annual IRS pay maximum.</p> <p>Pension Choice: Employee contributes 7% and UC contributes a portion of your eligible pay, as determined by the UC Regents, up to the PEPRRA maximum.</p>
SUPPLEMENTAL RETIREMENT PLANS	<p>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.</p>
SUPPLEMENTAL BENEFITS	<p>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.</p>

MEDICAL PLAN OPTIONS BY PAY BANDS

Choose the appropriate salary tier below to see the monthly employee contributions for UC medical plans in 2025.

PAY BAND 1					PAY BAND 2			
Medical Plans – \$71,000 and under					Medical Plans – \$71,001 to \$140,000			
	Self	Self + Child(ren)	Self + Adult	Self + Adult & Child(ren)	Self	Self + Child(ren)	Self + Adult	Self + Adult & Child(ren)
UC Blue & Gold HMO	\$108.66	\$194.38	\$305.90	\$390.91	\$157.84	\$282.34	\$414.80	\$538.24
Kaiser HMO	\$39.77	\$71.51	\$120.26	\$149.16	\$92.31	\$165.97	\$285.74	\$352.33
UC Health Savings Plan (HSA) PPO	\$86.39	\$141.43	\$197.08	\$248.43	\$203.54	\$333.11	\$475.58	\$595.82
UC Care PPO	\$232.12	\$414.73	\$561.18	\$744.42	\$284.54	\$508.41	\$676.92	\$901.51
CORE PPO	\$25.91	\$46.63	\$110.50	\$131.22	\$73.02	\$131.43	\$218.05	\$276.46
PAY BAND 3					PAY BAND 4			
Medical Plans – \$140,001 to \$210,000					Medical Plans – Over \$210,001			
	Self	Self + Child(ren)	Self + Adult	Self + Adult & Child(ren)	Self	Self + Child(ren)	Self + Adult	Self + Adult & Child(ren)
UC Blue & Gold HMO	\$212.20	\$379.57	\$522.00	\$687.87	\$265.43	\$474.80	\$625.01	\$832.44
Kaiser HMO	\$148.97	\$267.84	\$442.16	\$551.37	\$205.85	\$370.11	\$598.70	\$750.73
UC Health Savings Plan (HSA)	\$329.80	\$539.74	\$738.73	\$936.02	\$456.60	\$747.28	\$1,002.16	\$1,276.89
UC Care PPO	\$344.68	\$615.86	\$795.26	\$1,067.18	\$401.43	\$717.27	\$904.74	\$1,221.33
CORE PPO	\$121.22	\$218.19	\$314.14	\$411.11	\$170.90	\$307.61	\$413.24	\$549.96