

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:			
	Years of Qualifying Accumulated Service	Per Hour on Pay Status*	Approximate Yearly Earnings**	Maximum Balance
	Less than 10	.057692	15 days	240 hours
	10 but less than 15	.069231	18 days	288 hours
	15 but less than 20	.080769	21 days	336 hours
	20 or more	.092308	24 days	384 hours
*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. 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 2025.			
PRIMARY RETIREMENT PLAN	Automatic enrollment in Retirement Pension, 2013 Modified Tier.			
	Employee contributes 9% and UC contributes a portion of your eligible pay, as determined by the UC Regents, up to the PEPPA 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 2025.

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	\$99.69	\$171.78	\$251.07	\$294.08	\$144.81	\$240.50	\$338.23	\$411.79
Kaiser HMO	\$36.49	\$65.60	\$88.24	\$111.30	\$84.69	\$145.69	\$175.40	\$229.01
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	\$186.73	\$311.02	\$416.34	\$518.90	\$227.30	\$384.05	\$497.27	\$625.97
Kaiser HMO	\$131.23	\$216.21	\$253.51	\$338.46	\$171.80	\$289.24	\$334.44	\$451.84
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