

**BENEFITS SUMMARY**

<b>PAID TIME OFF (PTO) ACCRUAL</b>	Professional and Support Staff (PSS) accrue PTO as follows:										
	<table border="1"> <thead> <tr> <th>Years of Qualifying Service</th> <th>Per Hour on Pay Status</th> <th>Approximate Hours/Days per Year for Full Time Employee</th> <th>Maximum Accrual (Twice Annual Accrual Rate)</th> <th>Annual Payout Cap (75% of Annual Accrual Rate)</th> </tr> </thead> <tbody> <tr> <td>Less than 10</td> <td>.080769</td> <td>168 hours/21 days</td> <td>336 hours</td> <td>252 hours</td> </tr> </tbody> </table>	Years of Qualifying Service	Per Hour on Pay Status	Approximate Hours/Days per Year for Full Time Employee	Maximum Accrual (Twice Annual Accrual Rate)	Annual Payout Cap (75% of Annual Accrual Rate)	Less than 10	.080769	168 hours/21 days	336 hours	252 hours
	Years of Qualifying Service	Per Hour on Pay Status	Approximate Hours/Days per Year for Full Time Employee	Maximum Accrual (Twice Annual Accrual Rate)	Annual Payout Cap (75% of Annual Accrual Rate)						
Less than 10	.080769	168 hours/21 days	336 hours	252 hours							
Senior Managers, Managers, and Senior Professionals (SMG/MSP) accrue PTO as follows:											
	<table border="1"> <thead> <tr> <th>Years of Qualifying Service</th> <th>Per Hour on Pay Status</th> <th>Approximate Hours/Days per Year for Full Time Employee</th> <th>Maximum Accrual (Twice Annual Accrual Rate)</th> <th>Annual Payout Cap (75% of Annual Accrual Rate)</th> </tr> </thead> <tbody> <tr> <td>Less than 5</td> <td>.092308</td> <td>192 hours/24 days</td> <td>384 hours</td> <td>288 hours</td> </tr> </tbody> </table>	Years of Qualifying Service	Per Hour on Pay Status	Approximate Hours/Days per Year for Full Time Employee	Maximum Accrual (Twice Annual Accrual Rate)	Annual Payout Cap (75% of Annual Accrual Rate)	Less than 5	.092308	192 hours/24 days	384 hours	288 hours
Years of Qualifying Service	Per Hour on Pay Status	Approximate Hours/Days per Year for Full Time Employee	Maximum Accrual (Twice Annual Accrual Rate)	Annual Payout Cap (75% of Annual Accrual Rate)							
Less than 5	.092308	192 hours/24 days	384 hours	288 hours							
	*Hours on pay status, including paid holidays, but excluding all paid overtime hours. **Based on full time stature.										
<b>EXTENDED SICK LEAVE (ESL) ACCRUAL</b>	An eligible employee earns ESL from the date of eligibility based on the number of hours on pay status as follows:										
	<table border="1"> <thead> <tr> <th>Per Hour on Pay Status</th> <th>Quadriweekly Accrual for Full Time Employee</th> <th>Approximate Hours/Day Per Year for Full Time Employee</th> </tr> </thead> <tbody> <tr> <td>.023077</td> <td>3.69 hours</td> <td>48 hours/6 day</td> </tr> </tbody> </table>	Per Hour on Pay Status	Quadriweekly Accrual for Full Time Employee	Approximate Hours/Day Per Year for Full Time Employee	.023077	3.69 hours	48 hours/6 day				
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.023077	3.69 hours	48 hours/6 day									
<b>DENTAL INSURANCE</b>	Cost 100% covered by UC.										
<b>VISION INSURANCE</b>	Cost 100% covered by UC.										
<b>BASIC LIFE INSURANCE</b>	Automatic enrollment. Basic Life cost 100% covered by UC.										
<b>BASIC DISABILITY</b>	Automatic enrollment. Basic Disability cost 100% covered by UC.										
<b>MEDICAL INSURANCE</b>	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 3 of this document to see the monthly employee contributions for UC medical plans in 2024.										
<b>PRIMARY RETIREMENT PLAN</b>	2016 Retirement Choice Program (Pension Choice and Savings Choice) - You must make your selection within 90 days. <b>Savings Choice:</b> Employee contributes 7% and UC contributes 8% up to the annual IRS pay maximum. <b>Pension Choice:</b> Employee contributes 7% and UC contributes a portion of your eligible pay, as determined by the UC Regents, up to the PEPRAs maximum.										

Continued on Page 2: Supplemental Retirement Plans and Supplemental Benefits

**BENEFITS SUMMARY CONTINUED**

<b>SUPPLEMENTAL RETIREMENT PLANS</b>	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.
<b>SUPPLEMENTAL BENEFITS</b>	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 <a href="https://ucnet.universityofcalifornia.edu/">https://ucnet.universityofcalifornia.edu/</a> 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.

<b>PAY BAND 1</b>					<b>PAY BAND 2</b>			
<b>Medical Plans – \$68,000 and under</b>					<b>Medical Plans – \$68,001 to \$136,000</b>			
	<b>Self</b>	<b>Self + Child(ren)</b>	<b>Self + Adult</b>	<b>Self + Adult &amp; Child(ren)</b>	<b>Self</b>	<b>Self + Child(ren)</b>	<b>Self + Adult</b>	<b>Self + Adult &amp; Child(ren)</b>
<b>UC Blue &amp; Gold HMO</b>	\$99.69	\$178.33	\$280.64	\$358.63	\$144.81	\$259.03	\$380.55	\$493.80
<b>Kaiser HMO</b>	\$36.49	\$65.60	\$110.33	\$136.84	\$84.69	\$152.26	\$262.15	\$323.23
<b>UC Health Savings Plan (HSA) PPO</b>	\$79.26	\$129.75	\$180.81	\$227.92	\$186.73	\$305.61	\$436.31	\$546.62
<b>UC Care PPO</b>	\$212.95	\$380.49	\$514.84	\$682.95	\$261.05	\$466.43	\$621.03	\$827.07
<b>CORE PPO</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>PAY BAND 3</b>					<b>PAY BAND 4</b>			
<b>Medical Plans – \$136,001 to \$204,000</b>					<b>Medical Plans – Over \$204,000</b>			
	<b>Self</b>	<b>Self + Child(ren)</b>	<b>Self + Adult</b>	<b>Self + Adult &amp; Child(ren)</b>	<b>Self</b>	<b>Self + Child(ren)</b>	<b>Self + Adult</b>	<b>Self + Adult &amp; Child(ren)</b>
<b>UC Blue &amp; Gold HMO</b>	\$191.10	\$341.83	\$470.10	\$619.48	\$239.04	\$427.59	\$562.87	\$749.68
<b>Kaiser HMO</b>	\$134.16	\$241.20	\$398.20	\$496.54	\$185.38	\$333.30	\$539.17	\$676.08
<b>UC Health Savings Plan (HSA)</b>	\$297.01	\$486.08	\$665.28	\$842.96	\$411.20	\$672.98	\$902.52	\$1,149.94
<b>UC Care PPO</b>	\$310.41	\$554.63	\$716.19	\$961.08	\$361.52	\$645.96	\$814.79	\$1,099.90
<b>CORE PPO</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0