



Briefing

Open Enrollment 2006

November 1 through November 30

UC's annual Open Enrollment for health and welfare plans is from November 1 through November 30. Those who are eligible will receive a special brochure in late October that will include general information, such as 2006 plan rates, eligibility rules, and highlights of 2006 plan changes.

Detailed Open Enrollment information will be available in late October on the At Your Service website (atyourservice.ucop.edu), where you will complete the Open Enrollment transactions you want to make. On the website, you will find personal information about your current enrollments as well as 2006 plan rates and changes, eligibility rules, decision-making tools, benefits fair schedules, and enrollment instructions.

Actions you can take

All changes will be effective on January 1, 2006.

During Open Enrollment, you can:

- Enroll in Supplemental Disability without a statement of health. *This is a one-time opportunity to enroll in this plan.* You may also reduce your waiting period. Now is the time to consider seriously whether this benefit is for you. *See the back page for more details.*
- Change to a different medical plan or add eligible family members.
- Enroll in or opt out of medical, dental, and vision plans or cancel coverage for family members.
- Enroll or re-enroll in the Health Care Reimbursement Account and Dependent Care Reimbursement Account (remember, you must re-enroll in these plans each year).

For questions you may want to consider before Open Enrollment, see our website: atyourservice.ucop.edu/briefing



Systemwide Human Resources and Benefits

Randolph Scott new policy and program design leader

Randolph R. Scott notes that increased funding for UC salaries and benefit costs this year signals "a clear affirmation that we need to continue to improve faculty and staff total compensation."

Scott assumed the position of executive director for systemwide human resources and benefits policy and program design on July 25, following the retirement of Michele French from that position.

"Over the long term," he says, "we may be faced with balancing choices between what is desirable and what is doable in order to find sustainable salary and benefit program options for all of the people of the University. We will need to move in a strategic direction that integrates all elements of salary and benefits as 'total remuneration' when comparing UC's position to the market and guiding our decision making about what we should do next."

Scott has more than 20 years of wide-ranging HR management experience. Most recently, he served as chief human resources officer at Lawrence Berkeley National Laboratory since 2001.

Reporting to Human Resources and Benefits Associate Vice President Judy Boyette, Scott is responsible for the design and development of policies, programs, and benefits plans in three interrelated areas: faculty, staff, and retiree health and welfare plans; the UC Retirement Plan and Retirement Savings Program; and personnel policy and compensation for nonrepresented staff. For more information: atyourservice.ucop.edu/briefing

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UC faculty and staff salary programs for 2005-2006

As previously announced, efforts this past year by President Dynes, members of the Board of Regents, and many others throughout the UC community have resulted in the adoption by state leaders of a new state budget that reflects the critical importance of continued state funding for UC salaries.

Faculty salary program

With only a few exceptions, academic appointees who are not exclusively represented will receive a 2 percent range adjustment, effective October 1, and special adjustments will be made for a number of selected academic categories.

Members of the Non-Senate Instructional Unit have agreed in bargaining to the 2 percent range adjustment. Salary adjustments for members of the Librarian Unit will be subject to bargaining, which is currently in progress.

For detailed information: atyourservice.ucop.edu/briefing

Staff salary program

A merit funding pool of 3.5 percent for unrepresented staff employees will be effective as of October 1 and will be distributed according to local compensation programs. Funding will also be available to address significant individual market parity and equity issues at the discretion of each location.

Salaries for represented employees are governed by collective bargaining agreements.

Specific 2005-2006 salary plans will be announced at each location.

Staff advisor pilot program

Online information about the staff advisor pilot program announced in the May 2005 issue of this newsletter is now available at ucop.edu/staffadvisor. Implemented in July, the pilot program helps facilitate staff input into the Regents' deliberations and decisions with the attendance of two non-voting UC staff advisors at selected Regental committees.

The selection process for next year's staff advisors is being developed and will be posted on the website later this year, after Regental review and approval.

Sexual harassment prevention

Online training complies with new law

A new online sexual harassment prevention training program will be available in October to UC supervisors and faculty at all locations.



This program, provided by the UC Office of the President, helps UC comply with a new state law (AB 1825) which requires employers with 50 or more employees to offer supervisors at least two hours of mandatory training in sexual harassment prevention. The training must be completed by January 1, 2006. All faculty members—because they supervise teaching or research assistants—are subject to the mandatory training requirement.

The three versions of the online course (administrative, academic, and medical center) are fully interactive and customized to include UC work scenarios.

Academic personnel policy update

Summary of *Academic Personnel Manual* (APM) policies issued:

- New policy for Health Science Clinical Professor series and Clinical Professor (volunteer series) and related policy revisions effective July 1, 2005 (APM-278, 279)

ucop.edu/acadao/acadpers/apm/issuance.html

- *Academic Personnel Manual* sections and proposals under formal review:

Proposed Revised Family Friendly Policies, APM-760, 133-17, 210-1, and 220

ucop.edu/acadao/acadpers/apm/review.html

“This is a budget that allows us to meet our commitments to the incoming class of students, reward our faculty and staff, continue our work in the K-12 schools, and continue expanding our contributions to California's economy, health, and quality of life.”

UC President Dynes

UC medical plan focus:

PacifiCare® HealthCredits

PacifiCare® provides an online program for its members through *pacificare.com* which offers rewards for making healthy lifestyle changes. In the program, members earn reward credits for taking advantage of PacifiCare® health programs.

PacifiCare® has a wide array of health programs, among them health risk assessment, Virtual-HealthClubSM, phone nurseline and audio library services, weight and fitness programs, and tools for coping with chronic diseases and other health issues.

Go to atyourservice.ucop.edu/briefing to read a detailed article by Sam Ho, M.D., executive vice president and chief medical officer, PacifiCare® Health Systems.

Savings Bond program delay

An article in the July issue noted a September start of a new U.S. Savings Bond program for UC employees who wish to enroll and purchase I-Bonds and Series EE Bonds via payroll deduction. The program has been delayed and details will be announced in the November issue. Payroll deductions for employees who currently purchase bonds will continue without interruption, but employees will need to enroll in the new program when it begins. These employees will receive a mailing with information and instructions.

UC ratings of medical care

The results of the annual survey of UC medical plans member satisfaction are available online (atyourservice.ucop.edu/briefing). The random survey, conducted by the independent research firm DSS Research, measured UC member satisfaction with non-Medicare medical plans during calendar year 2004.

Liberty Mutual satisfaction report

In 2004, Liberty Mutual processed approximately 5,085 claims for the University of California. As can be seen from the results below, Liberty Mutual is receiving high marks overall in meeting the needs of our employees who have taken a disability leave.

*Overall handling of claims in 2004: 93% satisfied
Case manager courtesy in 2004: 91% satisfied*

Medicare Part D information

If you are nearing retirement, you can read the latest UC update about Medicare Part D prescription drug coverage in the September retiree newsletter, *New Dimensions* (atyourservice.ucop.edu/forms_pubs/categorical/newsletters.html).

New HCRA grace period

The October Open Enrollment mailing will contain details about a new Health Care Reimbursement Account grace period, which extends the period for incurring eligible expenses for the 2005 plan year.

University BRIEFS

UC Merced opened

UC Merced, the University's tenth campus and newest since 1965, opened its doors officially on September 5 in a gala grand opening. With 58 faculty members, 15 lecturers, and a staff of 380, the campus offers 9 undergraduate and graduate majors to its inaugural class of 1,000 students. For more information: ucmerced.edu/news_articles/08192005_uc_merced_grand_opening.asp

"Mother-Baby Friendly"

Awards for UCB, UCD

The California Breastfeeding Coalition has recognized UC Berkeley and UC Davis as two of California's 120 most "Mother-Baby Friendly Workplaces" on the basis of their workplace breastfeeding programs and facilities.

Additionally, the California Youth and Workplace Wellness Task Force has recognized the UC Davis program as one of the top three programs in the entire state. For more information: atyourservice.ucop.edu/briefing



Eight reasons to enroll in Supplemental Disability

This plan has not been open for enrollment in nearly 15 years and is not likely to be open again.

In November, you can enroll in the plan or reduce your waiting period **without having to submit a statement of health.**

Here are reasons to enroll:

1. This is your only chance.
2. The benefit replaces up to 70% of your income during a disabling illness or injury.
3. The benefit provides 70% of income during pregnancy disability with a 7- or 30-day waiting period.
4. UC does not participate in California State Disability Insurance.
5. The maximum UCRP long-term disability benefit is 40% of income with 12+ years of service credit (minimum eligibility is five years of service).
6. The maximum UC-paid Short-Term Disability benefit is only \$800 per month for six months.
7. You need 500+ hours of sick leave and/or vacation to cover three months of salary if you are sick or injured.
8. You may enroll **without a statement of health**

In some cases, Supplemental Disability may not be for you. For more information: atyourservice.ucop.edu/briefing



Briefing

Human Resources and Benefits Briefing is published by University of California Human Resources and Benefits to provide news and information to UC faculty and staff. Points of view or opinions do not necessarily represent those of the University.

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