



Briefing

July 2008

News for UC Faculty and Staff

CAMPING IN: Kids' Summer Programs Good for Parents, Too

The thought of longer, sunny days, vacations and generally a more relaxed pace of life gives most people a warm feeling inside. But summer can send shivers through working parents of school age children as they try to figure out how to keep their children occupied and happy once school is out.

Many UC employees have found the solution right on campus: summer camp.

"It's convenient, affordable, and fun," says Bill McTague, a UC Santa Barbara budget officer, whose 10-year-old daughter, Katie, has been attending several sessions of UCSB's camp since she was in kindergarten.

"The program is full-day, which makes a big difference. It's on campus, so she's nearby. I'll have lunch with her, especially when she was younger, or I'll walk over and watch her swim.

"It's also a physically active day, so she comes home completely exhausted. This summer she will be going to Surf & Kayak Camp, and she's very excited about that."

Almost every UC campus recreation department offers summer day camps for children ages five to 12, and many also offer camps or counselor-in-training programs for teenagers. Most offer extended hours to accommodate working parents and many have a discounted rate for their employees.

UC Santa Barbara welcomes from 150 to 300 Freshman (ages 5-6), Sophomore (7-8), Junior (9-11) and Senior (12-14) campers for 10 weekly



Photos by Cathy Czuleger, UCSB

Surf & Kayak camp at UCSB

sessions at their summer day camp and another 200 to 300 teenagers to Surf & Kayak Camp, Kayak and junior lifeguard camp and Sports Camp. "Our summer camp is a tremendous way to provide inexpensive day care for faculty and staff. Plus they can have contact with their children during the day or have lunch with them," says Jon Spaventa, who has the dual role of director of recreation and director of the department of exercise and sports studies. "It also provides a wonderful way to introduce the community to UCSB."

Laura Eisenberg, director of UC San Francisco's camp, says her goal is to "help kids have a good time and just be kids. They really need that. I want them to go home exhausted so they'll sleep well." UCSF's camp serves 40 to 60 children ages 5 to 12 each week with crafts, swimming, sports and field trips.

Rosemary Mau, a software security administrator at UCSF, says her 13-year-old daughter enjoyed the UCSF camp so much that now she wants to return as a volunteer. "The Mission Bay facility is really nice. She liked the pool and the rock-climbing wall. It was really convenient for me, too, because I could take her on the campus shuttle from my office and she could stay until I finished work."

Both McTague and Mau consider the campus camps one of those intangible benefits of working at UC. On-campus summer camp "wouldn't be a reason to take a UC job," says McTague, "but it is one of those quality-of-life issues that makes me happy I work here."



UCSB campers play dodgeball

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UC People

Selected stories of UC faculty and staff accomplishments



San Francisco **Olympic Torchbearer**

Lisa Hartmayer, a nurse at the UCSF Medical Center who in April ran a leg of the Olympic torch relay—its only trek in the US—is proud of her moment in history.

She was selected for the much publicized event in San Francisco because of her essay about caring for the community and making it a better place. Hartmayer helped start the Green Group, an interdisciplinary team, working to make UCSF more environmentally friendly through education and action. She has also organized conferences to educate the community about global climate change and health care.

She recently reflected on her torchbearing experience, which she referred to as “sustainable journey.”

“I was deeply moved by the expressions on both the faces of the protesters as well as those in support of the torch,” said Hartmayer, who will enter the UCSF School of Nursing as a graduate student in the Occupational and Environmental Health program this fall. “I believe that it is the right time to bring environmental and human rights issues to the forefront and address them as one world.”

“I was honored to be among other amazing torchbearers, and the day was truly about hearing their stories and the obstacles that they have overcome, as well as their dreams and aspirations.”

As a youngster in New York, she skated at the 1980 Olympic rink in Lake Placid and would dream of what it would be like to participate in the Olympics. “The idea of sports that could transcend borders and language barriers, where the best athletes could compete against each other, was always something I wanted to be a

part of,” she said. “I lived part of my dream in playing ice hockey at the University of Connecticut after helping them turn from a club sport to an NCAA Division I women’s ice hockey team. Carrying the torch for me was finally becoming a part of the Olympics spirit.”

Santa Barbara

Getting Beneath Tattoos

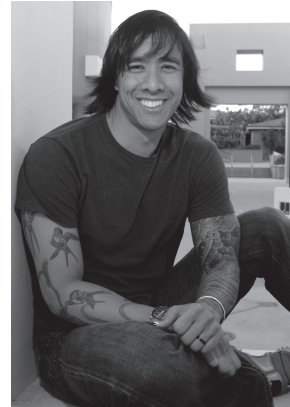


Photo by Rod Rolle

Once an art form restricted to sailors, soldiers and people on the fringe of society, tattooing has become a cultural phenomenon. More than 45 million people in the United States have tattoos, many of them using the indelible images as a means of shar-

ing their own personal messages. In his new book, *Permanence: Tattoo Portraits*, Kip Fulbeck, a professor of art at UC Santa Barbara, combines photographic tattoo portraits with stories about these images told in the subjects’ own words and handwriting.

“It’s a book about identity that uses tattoos as the starting point,” said Fulbeck. “I’m most interested in how people choose to individualize themselves—in this case, in a physical sense. I’m interested in hearing their response to the question, ‘Why?’ so I picked people with interesting stories rather than interesting tattoos—though sometimes people have both—and I wanted to be as varied and diverse as possible.”

The collection of portraits includes rock stars, concentration camp survivors, corporate executives, students, suburban mothers, Hells Angels, adult film stars, veterans, and celebrities.

Heavily tattooed himself, Fulbeck does not necessarily consider himself a fan of body art, but he appreciates great artistry and the talent some tattooers have to create brilliant images.

To read the full stories of UC People, see atyourservice.ucop.edu/briefing.

UC Retirement System Adds Roth IRA Rollover Option

The University has expanded the options available in the UC Retirement System by permitting rollover of qualified funds into a Roth IRA.

About the Roth IRA

Unlike a traditional IRA, contributions to a Roth IRA are not tax-deferred—the taxable portion of the rollover distribution will be 100 percent taxable in the year of the distribution, with the exception to allow the tax to be spread over two years for rollover contributions to a Roth IRA made in 2010. Once the rollover is complete, withdrawals from a Roth IRA are generally tax-free.

An advantage of the Roth IRA over a traditional IRA is that there are fewer withdrawal restrictions and requirements. Transactions inside the Roth IRA account (including capital gains, dividends, and interest) do not incur a current tax liability. Withdrawals of rollover contributions from a Roth IRA are generally not subject to the early withdrawal penalty when the account has been opened for at least five years.

UC provisions for Roth IRA rollovers

Funds eligible for rollover to a Roth IRA include distributions from the DC Plan, 403(b) Plan, 457(b) Plan, UCRP lump-sum cashouts and the distributions from the UCRP Capital Accumulation Payment (CAP) accounts (monthly UCRP retirement/disability, preretirement survivor and postretirement income are not eligible). The option to roll over to a Roth IRA is available both to UCRS members and spouse beneficiaries.

For eligible distributions before January 1, 2010, UCRS members and spouse beneficiaries can roll over to a Roth IRA if their adjusted gross income does not exceed \$100,000 for the taxable year of the distribution, and they are not filing a separate tax return, if married. The adjusted gross income limit will not apply after December 31, 2009.

Members are encouraged to consult a financial advisor before making any decisions.



Further information and election process

Detailed Roth IRA tax information is available in the *Special Tax Notice for Plan Distributions* available on At Your Service (atyourservice.ucop.edu) under “Forms and Publications.”

Additional information will be provided on the Fidelity Retirement Services website (netbenefits.com), the At Your Service website and announced locally as permanent Roth IRA rollover election procedures are finalized.

Update on UC Wellness Health Assessment Programs

Health assessment programs providing special incentives are now available to UC members of Kaiser Permanente under Kaiser’s HealthWorks program, and to those enrolled in UC’s other medical plans under the StayWell wellness program. A health assessment is the first step toward planning positive lifestyle changes.

Kaiser HealthWorks

All UC Kaiser Permanente members and their family members aged 18 and older now have the opportunity to take a Kaiser health assessment and to participate in quarterly drawings for valuable prizes, including \$500 gift certificates and iPods. Upon completing the questionnaire, participants receive a personal health guide.

Additional information is available at the UC Living Well website (uclivingwell.ucop.edu) and through mailings to members’ homes.

StayWell

UC employees and family members enrolled in other UC health plans—including employees represented by UC-AFT and SETC—continue to be able to complete a StayWell Health Assessment and receive a \$75 gift certificate to a merchant of their choice. Details are given at the StayWell website, uclivingwell.online.staywell.com. Employees represented by other UC unions are not eligible because participation was not agreed to on behalf of their members during the collective bargaining process.

Staywell has introduced a new website login that no longer requires a participant’s full Social



benefits Q&A

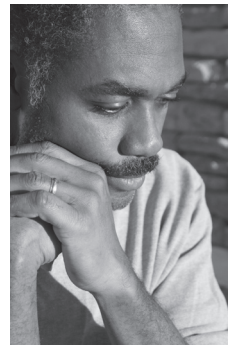
Q *The University gave employees the choice to go on Social Security or not during the 1970's. An employee decision was apparently irrevocable and anyone hired after April 1, 1976 did not have a choice. My question is this: why was the decision irrevocable? It would seem that a retiree on Medicare is cheaper for the University retirement system. Is the reason simply that the University did not want to pay the social security tax for more employees? S. A., UC Berkeley*

A Prior to 1976 UC employees were not covered by Social Security. Effective April 1, 1976, all new UCRP members were automatically covered by Social Security and existing members were given a choice. In April 1977 those UCRP members electing not to join Social Security in April 1976 were given a second opportunity to do so. As required by Social Security regulations, these members were advised that this would be their final opportunity to join Social Security and that their decision to join or not to join would be permanent and could not be changed in the future. Both in 1976 and 1977 information was sent to members and group and individual counseling was made available.

Q *I immigrated to the US from the Netherlands in 1994; I have since become a US citizen. Recently I realized that I had still had an (inactive) retirement account which I built up through my work at Radboud University in Nijmegen, The Netherlands. Can I transfer my balance in that account to my UC 403(b) Plan account? I.H., UC Berkeley*

A Unfortunately, this is not possible. A non-US account does not meet Internal Revenue Code definitions, and is not eligible to be rolled over into a UC Retirement System plan, including the 403(b) Plan.

Do you have a question about your benefits that you'd like to have answered here? Send your questions to HRBBriefing-L@ucop.edu or UC HR/Benefits, HRB Briefing Editor, 300 Lakeside Drive, 12th Floor, Oakland CA 94612. We will provide answers in a future issue of *HRB Briefing*.



Your Mind and Your Body—An Important Partnership

Your mind and your body are very close partners. So are your UC health and welfare plans, which are designed to work together

to provide total care—medical, pharmacy, behavioral health and wellness—to UC employees and family members.

The behavioral health portion of your medical plan is provided through United Behavioral Health (UBH) for most employees. UBH has developed a new program called LifeSolutions—a program focused on improving overall health for individuals with chronic or acute medical conditions by assisting with the emotional strain and stress that often accompany such conditions. For example, a significant number of those with medical conditions such as heart disease, cancer, asthma, stroke, diabetes, hypertension and arthritis also struggle with depression. LifeSolutions can provide employees and their family members with information and support to help them better understand stress, anxiety and depression, as well as offer ways to take an active role in maximizing health and wellness.

The LifeSolutions program includes:

- Helpful educational mailings
- Anytime access to exclusive web-based information
- A personal care advocate who works individually with a member
- Referral to clinicians with specialty training
- Referral to community-based resources

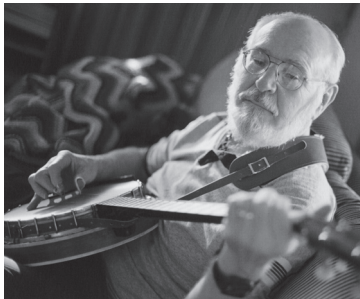
If UBH identifies you as someone that might benefit from this program, you will be offered assistance through LifeSolutions. Participation in LifeSolutions is, of course, completely voluntary and completely confidential.

Health Assessment *continued from page 1*

Security Number (SSN). Participants may use only the last six digits of their SSN and date of birth the first time they log in. They then create a unique ID and password for future logins.

University Announces New START Program

In an effort to address the budget deficit facing the University as a result of the State of California budget crisis and other budget reductions, UC is



offering a new Staff and Academic Reduction in Time (START) program. As in the past, START is one way to help UC cope with budget cuts in an attempt to minimize the need for layoffs.

START is a temporary, voluntary program in which eligible employees may, with the approval of their department, reduce their working hours and corresponding pay between 10 and 50 percent. START participants, who must remain on pay status at least 50 percent of full-time each month while on START, continue to accrue vacation, sick leave and UC Retirement Plan service credit at their pre-START accrual rate.

More than 3,000 employees took advantage of the START program from June, 2003 through July, 2006, resulting in \$41.9 million in salary savings for UC locations.

The START program begins July 1, 2008 and ends on June 30, 2010. All regular status (non-probationary career) staff employees and all academic personnel, except those in faculty and student academic titles and postdoctoral scholars, are eligible to participate in START. Participation in the START Program for represented employees depends upon agreement by the applicable union.

Details of the program, including a brochure and answers to frequently asked questions, are available on At Your Service at atyourservice.ucop.edu/employees/policies_employee_labor_relations/index.html.

Consult your local Human Resources Office or Academic Personnel Office for information on whether START will be offered at your location or department.

State Budget Restores Some UC Funding

The May revision to Governor Schwarzenegger's January California state budget proposal for 2008-09, which he released on May 14, restores \$98.5 million of the UC funding that the January budget proposed cutting. The University welcomed the proposed change, although it still falls short of covering UC's operational needs for 2008-09, including funding for enrollment growth, faculty and staff salary increases, and other inflationary cost increases.

Details about the May budget revision proposal and future updates are available at the UC budget website (universityofcalifornia.edu/news/budget).

Policy on Supplement to Military Pay Extended

In keeping with UC's intention to assist employees who are called to active military duty during the U.S. military campaigns pertaining to anti-terrorism, homeland defense, Iraqi freedom, and the aftermath of the September 11, 2001 attacks, the UC Policy on Supplement to Military Pay has been extended for two years from July 1, 2008 through June 30, 2010.

Employees who are eligible for the benefits provided by this policy are those who serve on active duty during Operation Enduring Freedom, Operation Noble Eagle, Operation Iraqi Freedom, or other campaigns related to the national state of emergency declared as a result of the September 11, 2001 attacks.

Under the policy, eligible employees will receive UC compensation for the difference between their UC base pay and military pay and allowances until the end of their active military duty, or until June 30, 2010, whichever comes first. There is a two-year lifetime limit on these benefits.

The full policy is available on At Your Service at atyourservice.ucop.edu/employees/policies_employee_labor_relations/military_pay_policies/index.html.



HRB Briefing Now Available Electronically

Employees now have the option of reading an electronic version of HRB Briefing rather than receiving the paper version through the mail. To discontinue receiving the paper version, sign in to your personal account on At Your Service Online (atyourserviceonline.ucop.edu/). Select "Newsletter" under "Stay Connected," and choose "electronic notification." When future issues of the newsletter are available, you will receive an email notice with a link to the new issue.

Please note that you must have an email address on file to choose this option. While signed in to At Your Service Online, choose "My Contact Information" and then "Personal Email" to add or update your email address.



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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