

Other Benefits of Working at UC Davis

Revised 4/11/12

Summary: Eligibility rules under some of these provisions require that an employee be appointed at least 50% time for a year or more, or have been employed for a certain period of time. Official provisions affecting you are contained in the personnel policies or collective bargaining contract applicable to your position. In the event of a discrepancy between the information presented on this website and University policies, procedures or applicable collective bargaining agreements, the terms of those University policies, procedures and agreements shall govern.

Medical Plans

Seven plans are offered including a preferred provider organization (PPO), a point-of-service (POS) plan, health maintenance organizations (HMOs) and a fee-for-service plan. UC subsidizes premiums based on salary bands; employee costs apply.

Dental Plans

Two plans are offered: Delta Preferred and DeltaCare HMO. Premiums are fully paid by UC.

Vision Plan

One plan, Vision Services Plan (VSP), is offered. Premiums are fully paid by UC.

Legal Expense Plan

Covers attorney costs for preventative, domestic, consumer and defensive legal services. Premium is fully paid by the employee.

Tax Savings on Insurance Premiums (TIP)

Allows employee to pay employee monthly premium cost for medical insurance premiums on a pretax basis.

University of California Retirement Plan (UCRP)

Defined benefit retirement plan based upon age at retirement, years of eligible service credit and highest average salary. Enrollment is automatic based on appointment; 5 year vesting requirement. Plan provides retirement benefits and may include health benefits, if certain conditions are met. Both employees and UC contribute to this plan.

Tax-Deferred 403(b) and 457(b) Plans

Employee may elect pre-tax contributions to one or more UC-Managed Funds or mutual funds managed by Fidelity Investments, Calvert Group, Vanguard or Self-Directed Brokerage Accounts up to the IRS maximum limit. For age 50 or older, \$22,500; for under 50, \$17,000.

Defined Contribution Plan (DCP) After-Tax Plan

Voluntary after-tax contributions to one or more of the UC-Managed Funds, Fidelity Investments, Calvert Group, Vanguard or Self-Directed Brokerage Accounts. Interest and earnings are tax deferred; participant needs to complete the DCP After-Tax Worksheet for maximum contribution amount.

Life Insurance

Basic plan insurance is equal to annual base salary (up to \$50,000), paid for by UC. Coverage is adjusted if appointment is less than 100%. Supplemental plan may be purchased for one to four times annual salary (to a maximum of \$1,000,000) or flat amount of \$20,000. Supplemental Plan premium is fully paid by the employee.

Dependent Life Insurance

Basic Dependent Life is \$5,000 for spouse or same-sex domestic partner and each eligible child. Expanded Dependent Life is 50% of employee's Supplemental Life Insurance on eligible spouse or same-sex domestic partner (up to \$200,000) and \$10,000 for each eligible child. Premium is fully paid by the employee.

Accidental Death and Dismemberment (AD&D)

Provides up to \$500,000 coverage for accidental death, prorated for loss of limb, sight, speech or hearing caused by an accident. Premium is fully paid by the employee.

Disability Insurance

UC does not participate in the California state disability program. Short-term plan insures 55% of covered salary, up to \$800/month maximum, for up to 6 months. Premium is fully paid by the University. Supplemental plan supplements Short-term plan; insures up to 70% of covered salary, up to \$10,000/month, for up to 12 months. Cost is based on age, waiting period and salary. Premium for Supplemental plan is fully paid by the employee. Includes long-term provision for disabilities lasting more than 12 months.

Flexible Spending Accounts

DepCare FSA allows pre-tax contributions to reimburse certain dependent care provider expenses and Health FSA for health care related expenses that are in addition to or exceed insurance limits.

Auto & Homeowners Insurance

Auto and Homeowners/Renter Insurance, Payroll deduction convenience, insurance provided by A+ Auto & Homeowners Insurance Plus, formerly California Casualty. Costs are fully paid by the employee.

Old Age Survivors & Disability Insurance (OASDI)

6.2% tax up to the Social Security wage base paid to Social Security Administration. Both employee and University pay an OASDI tax. (temporarily reduced to 4.2% in calendar year 2012)

Medicare

1.45% tax paid to Medicare Administration. Tax paid by employee.

ScholarShare 529 Savings Plan

Employees may contribute on an after-tax basis to one of the professionally managed TIAA-CREF options. Interest is tax-free if monies are used for qualified educational expenses. Beneficiary is named by the participant; \$268,000 maximum per beneficiary.

Other Privileges**Vacation**

Full-time employees accrue 3 weeks per year. The hours are prorated for eligible part-time employees. The accrual rate is based upon the job title and years of University and California state service. See Personnel Policies and collective bargaining contracts for details and exclusions.

Sick Leave

Full-time employees earn an average of 12 days per year; no cap on accumulated hours. See Personnel Policies and collective bargaining contracts for details and exclusions.

Holidays

UC observes 13 holidays per year. See Personnel Policies and collective bargaining contracts for details and exclusions.

Jury Duty

Time served on jury duty for eligible employees is paid by the University for campus employees only. See Personnel Policies and collective bargaining contracts for details and exclusions.

Transportation Program - Join a Vanpool!

A vanpool consists of at least seven passengers including the driver. The vans are leased through outside agencies VPSI, Inc. and Enterprise Rideshare. Incentives are offered through SACOG (Sacramento Area Council of Governments) and the Yolo Transportation & Management Association for start-up vanpools. Registered UCD Vanpools are entitled to additional [incentives](#). The vans range in size from 7 to 15 passengers.

University Credit Union

The University Credit Union offers employees free checking, convenient payroll deduction, ATM services, new and used auto loans, MasterCard (with no annual fee), Second Trust Deed loans, Home Equity loans, personal loans, Certificates of Deposit and Share Savings accounts.

Workers' Compensation

Premium is fully paid by UC; administered through Insurance Risk Management (IRM).

Unemployment Insurance

Premium is fully paid by the University.

Cultural Programs

Mondavi Center for the Performing Arts: The Mondavi Center explores the full range of the performing arts, from the traditional to the innovative, and from diverse cultures and disciplines through presentation, education, public service, and research. As part of the [UC Davis](#) mission as a land grant university, Mondavi Center provides outstanding cultural programming, support for the University's academic departments, and a professional laboratory to train students in the performing arts. Mondavi Center is committed to maintaining state-of-the-art, world-class performance facilities and providing the highest quality experience for both artists and audiences. Our mandate is to maintain a balance between our regional responsibility, fiscal responsibility, artistic integrity, and the educational mission of the University of California.

Art museums: The collections of these museums span 20 centuries, five continents and uncountable peoples cultures in exhibitions free to the general public and the campus.

Humanities and literature: Throughout the year, UCD host visiting and campus speakers who stimulate ideas and dialogue. Professional and student writers also give readings and discussions.

Film: Film lovers have a bounty of opportunities at UC Davis: hosted series and festivals featuring vintage movies, foreign films, and experimental and student work.

Cultural events and programs: Find cultural events across the spectrum, from old favorites like Picnic Day to celebrations of ethnicity and the Campus Community Book Project.

Classes and exhibitions: Looking for a way to express your own creativity or just want to spend an hour enjoying somebody else's talent? Find arts and craft classes, discover new understandings from old books or enjoy exhibitions that catch your fancy.

General University Classes – Reduced Fee

Employees who meet the admissions requirements of the University and have successfully completed their probationary period, are eligible for a 2/3 reduction in course fees (for up to nine units or three regular session courses per quarter, whichever is greater).

Extension Classes – Reduced Fee

UCD Extension is the largest urban based adult education program in the country, offering over 3,600 continuing education and creative employment courses. Employees receive a 20% discount on Extension course fees, based on availability of class space.

Library Privileges

UCD's libraries are ranked among the best academic research libraries in the United States. UCD employees have access to all library units in accordance with library regulations. The UC Davis University Library consists of the Peter J. Shields Library, the Physical Sciences & Engineering Library, the Carlson Health Sciences Library, and the Blaisdell Medical Library in Sacramento. Shields Library has approximately 2 million bound volumes and the

University Library has more than 3 million volumes. There are approximately 32,000 active current serials in the University Library. The Library is a member of the California Digital Library, the UC systemwide entity for cooperative electronic library service development.

Recreation Program

UCD provides an opportunity for recreational sports and leisure activity. Enjoy the region's premier full-service fitness facility – convenient, affordable, and well-equipped. Membership to the Activities & Recreation Center (ARC) is available at affordable rates for faculty, staff, alumni, retirees, family members, student affiliates (including UC Davis Extension) and community members

Work Life and Wellness Program

UC Davis WorkLife provides programs, policies, referrals and education that enable employees and students to be effective at work, school and home. WorkLife encompasses dependent care and family services, health and wellness, financial support, career flexibility and community involvement. For more information visit our website at <http://www.hr.ucdavis.edu/worklife-wellness>

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