



Briefing

New in 2007

HCRA spending account card

Take charge of your out-of-pocket health care expenses

You can make 2007 the year that you take charge of your out-of-pocket medical, dental, and vision care expenses—and reduce your taxable income at the same time.



Everything you need to know about the advantages of signing up for the UC Health Care Reimbursement Account (HCRA) during Open Enrollment is available online at atyourservice.ucop.edu. If you expect to spend at least \$180 next year (and up to \$5,000) on expenses such as prescriptions, office visit co-payments and other eligible health care expenses, HCRA may make sense for you.

With HCRA, you specify an annual contribution amount when you enroll, and an equal portion is deducted from your paycheck each pay period and deposited to your account. When you, your spouse or dependents have eligible expenses, you pay them from your HCRA spending account. Because your deductions are taken before taxes, you save money on taxes. Depending on how great your expenses are and how much you put in your account, your annual tax savings can be significant, which can help offset increases, if any, in your monthly health plan premiums for 2007.

And, new for 2007: HCRA participants will have a spending account card that can be used for almost all eligible health care expenses wherever debit/credit cards are accepted. This added convenience means you won't have to pay cash up front for those expenses or file claim forms for reimbursement from your account. Instead, the amounts will be electronically deducted directly from your spending account. In some cases, you'll be asked to provide receipts later to substantiate the deduction.

Watch for more details in your Open Enrollment mailing and on the Open Enrollment website in late October.

Open Enrollment for 2007

November 1 through November 21

UC's annual Open Enrollment for health and welfare plans will run from November 1 through November 21. Please note that it will not run for the entire month of November as in previous years. The shorter Open Enrollment period will provide additional time to fully process employees' enrollment changes and to deal with any administrative contingencies that may arise before the Thanksgiving holiday.

Those who are eligible will receive a reminder mailing in late October that will include general information, plan rates, and special information about advantages and new features of the Health Care Reimbursement Account (see article at left).

Up-to-date 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 2007 plan rates and changes, eligibility rules, decision-making tools, benefits fair schedules, and enrollment instructions. More: atyourservice.ucop.edu/briefing

Inside

UC People

Your CAP Questions and Answers

And more....

“Because your HCRA deductions are taken before taxes, you save money on taxes.”

Irvine

Telecommuter surpasses walking goal

Ann Whitmer telecommutes from her home in Mason, Mich., yet she managed to become the first staff member in the Step Up UCI walking program to reach the 1.5 million-step milestone. See: today.uci.edu/Features/profile_detail.asp?key=227



Lawrence Livermore Lab

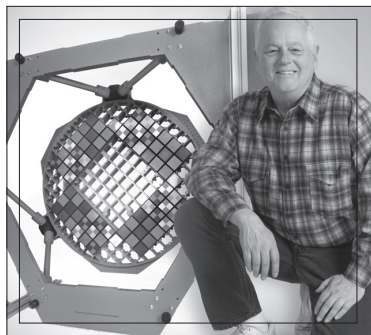
Researcher leads aircraft cargo screening pilot program

Howard Hall, program leader for Countermeasures Test Beds at LLNL, joined San Francisco Mayor Gavin Newsom, and other dignitaries in June to announce a pilot program to screen passenger aircraft cargo for explosives. The program, a collaboration with LLNL, the Department of Homeland Security and the Transportation Security Administration, launched in August at San Francisco International Airport. For more information see: www.llnl.gov/pao/employee/articles/2006/06-23-06-newsline.pdf

Berkeley Lab

Engineer's models become works of art

Design Engineer Robin Lafever's drawings and models of satellites, gamma-ray detectors and other devices are works of art. See: www.lbl.gov/Publications/Currents/Archive/Apr-21-2006.html#story02



UCLA

Professor leads New Orleans mental health project

On August 8 and 9, UCLA's Vickie Mays, professor of psychology and director of the Center for Research, Education, Training and Strategic Communications on Minority Health Disparities, led a national effort to provide mental health training to New Orleans residents. Among the project's offerings were free workshops to parents, caregivers and teachers on how to recognize signs and symptoms of mental disorders in children. For more information, see www.today.ucla.edu/2006/060627news_mentalhealth.html

Santa Cruz

Professor's work part of de Young Museum exhibit

Gustavo Vazquez, assistant film and digital media professor at UC Santa Cruz has a video installation



photo courtesy of Gustavo Vazquez

showing at San Francisco's de Young Museum through October 22 as part of Chicano Now: American Expressions—Chicano Encounters, a traveling multimedia exhibition inspired by actor Cheech Marin. See: currents.ucsc.edu/06-07/07-17/Vasquez.asp

benefits

Q&A on CAP

Q Why do I have money in the CAP account, but my coworker does not?

A Certain University of California Retirement Plan (UCRP) members may have a separate account balance in the Plan known as the Capital Accumulation Provision (CAP).

1) Employees who were members of UCRP in 1992, 1993, and/or 1994 may have a separate CAP account balance. These accounts consist of money that UC allocated to eligible Plan members on various dates during those years to supplement other UCRP benefits.

2) CAP II was allocated to certain UCRP members in order to offset the reduction in state funding for 2001-2002 and 2002-2003 salary increases. The account provides a supplement to UCRP retirement benefits for eligible employees who were active UCRP members on April 1, 2002 and/or on April 1, 2003 and received covered compensation during the 12 months prior to each date.

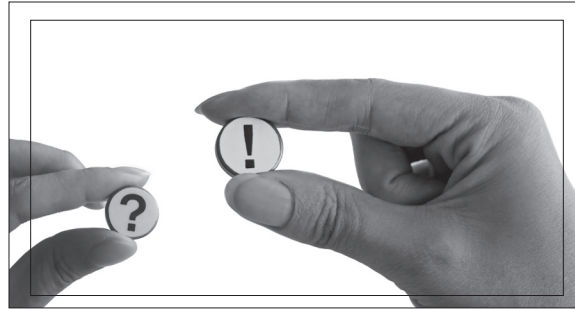
CAP allocations were based on a percentage of the employee's covered compensation for a period prior to the allocation date. For details, see the UCRP Summary Plan Description, available on the At Your Service website: atyourservice.ucop.edu.

Q How can I find my CAP balance?

A Your CAP balance, if any, is available on At Your Service Online. Go to At Your Service and select "Sign in to My Accounts." After you sign in, choose "UCRP and CAP Balances" under Retirement.

Q Can I borrow from my CAP balance or withdraw the money if I have an emergency?

A No. Members are not eligible to borrow against their CAP balance or withdraw their funds while actively employed at UC.



Q When can I request a distribution of my CAP allocation?

A You may request a CAP distribution when you leave UC employment. There are no minimum age requirements for distributions; however, if you elect a distribution before age 59½, in addition to income taxes, early distribution penalties may apply. See the Special Tax Notice for Plan Distributions—UCRS, available on the At Your Service website.

Note: You will be required to elect a CAP distribution when you elect monthly UCRP retirement income or a lump sum cashout, or when you are approved for UCRP disability income.

Online BRIEFS

At Your Service Online

Go to the new At Your Service Online website for personalized information about your health and welfare and retirement plans. From the main menu on At Your Service, select the "Sign in to My Accounts" icon. Once you sign in, you will be able to access the personalized information previously found on the Your Benefits Online and UC For Yourself websites. Employees at the national labs will not be able to see income and tax information on this new site.

Sign in soon and become familiar with its features. In November, this new website will be used to make Open Enrollment changes for the coming year.

More: atyourservice.ucop.edu/briefing

Name your beneficiaries online

Campus and location designations no longer valid

As previously announced, the paper group insurance beneficiary designation forms filed at the UC campuses and locations prior to 2004 will be valid only through December 31, 2006. The beneficiary designations at the UC campuses and locations will then be obsolete. To review, name, and change UCRP retirement plan beneficiaries and your group life insurance plan beneficiaries directly with UC HR/Benefits, visit At Your Service: atyourservice.ucop.edu.

From the At Your Service website, select "Sign in to My Accounts," sign in and select "My Beneficiaries." To name a beneficiary for the Retirement Savings Programs (DC Plan, 403(b) Plan and 457(b) Plan) contact FITSCo directly (1-800-682-7787; netbenefits.fidelity.com)

Designating beneficiaries at UC and FITSCo respectively will help ensure that your wishes are carried out appropriately.



UC Leadership Institute

Navigating UC's strategic course

The next University of California Leadership Institute (UCLI) is scheduled for October 15 to 17 at the Irvine Hyatt Regency. Intended for those who supervise supervisors or who have major programmatic responsibility, this second UCLI program focuses on integrating and communicating the University's strategic goals that affect participants' daily work. Participants will also gain an understanding of people management issues and practical ways to approach them. For more information, see the UCLI website: www.ucop.edu/ucli

UC Office of the President launches diversity website

Diversity-related news and resources from around the UC system are highlighted in a new website launched by the UC Office of the President.

In addition to linking to resources and key diversity information for staff, administrators, students, faculty and community members, the website will highlight key initiatives, programs and best practices throughout the University of California.

The website, which will be updated regularly, will include news and features that tell the story of a diverse institution. The UCOP Diversity website can be found at: www.universityofcalifornia.edu/diversity

CUCSA knowledge transfer report online

The Council of UC Staff Assemblies (CUCSA) Workforce Evolution Work Group has developed a report with descriptions of programs to help transfer knowledge from one person to another. The report "Knowledge Transfer: Models and Program Examples" supplements work already underway at the Office of the President and is now available online: ucop.edu/cucsa/workgroup_reports.html

Liberty Mutual satisfaction report

In 2005, Liberty Mutual processed approximately 4,983 claims for the University of California employees. As can be seen from the results below, Liberty Mutual is receiving high marks overall in meeting the needs of employees who have taken a disability leave.

Overall handling of claims in 2005	96% satisfied
Case manager courtesy in 2005	87% satisfied

Academic personnel policy update

Summary of Academic Personnel Manual (APM) policies issued: ucop.edu/acadadv/acadpers/apm/issuance.html

APM sections and proposals under formal review: ucop.edu/acadadv/acadpers/apm/review.html

Regents continue to plan for UCRP contributions

For the most up-to-date information about the proposed reinstatement of UC and employee contributions to UCRP, see The Future of the UC Retirement Plan website at universityofcalifornia.edu/news/ucrpfuture/welcome.html

UC Ratings of 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 the calendar year 2005.

More: atyourservice.ucop.edu/briefing

For English and Spanish versions of this newsletter, with expanded coverage of the articles noted, go to atyourservice.ucop.edu/briefing

Website answers eye-care questions

Do you have questions about when to schedule your child's first eye exam or whether to have laser surgery to correct your vision or how to care for contact lenses?

The Vision Service Plan (VSP) website (vsp.com) offers informational articles on these and other topics. The articles are grouped into the following major categories:

- Children's Eye Health & Vision
- Computer Vision Syndrome
- Contact Lens Care
- Eye Conditions & Diseases
- Eye Health & Wellness
- Eye Issues for Mature Adults
- Eyewear Fashion
- Laser Vision Correction

From the VSP homepage (vsp.com), choose the "Eyecare Information" icon to find articles on a wide variety of eye-care subjects. You don't need a password to access the articles.



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Your online resources

For the latest UC news about Human Resources and Benefits:

At Your Service (atyourservice.ucop.edu)

For your service credit, UCRP retirement benefit estimates, CAP balance (if applicable), and insurance enrollments:

At Your Service Online (<https://atyourserviceonline.ucop.edu>)

For your Retirement Savings Program benefits (DC, 403(b) and 457(b) Plans):
netbenefits.fidelity.com

Briefing

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