

2007 UCRS Advisory Board Election

Are You Eligible to Vote?



Employees who are active members of the University of California Retirement Plan (UCRP) as of April 2007, AND who are not members of the Academic Senate, are eligible to vote in the 2007 election.

Active UCRP Member

Active UCRP members are those employees who meet the following eligibility requirements for membership in the plan:

Retirement Plan membership is automatic and mandatory for eligible employees and begins the first day of an eligible appointment. An eligible appointment is at least 50 percent time or more on a fixed or variable basis for one year or longer. Employees with limited appointments, employees in contract positions, employees in “noncareer” positions at the Department of Energy laboratories and certain academic employees may become eligible for membership after working 1,000 hours in a rolling, continuous 12-month period. (Members of the Non-Senate Instructional Unit qualify for UCRP membership after working 750 hours in an eligible position.) Membership is effective no later than the first of the month following the month in which 1,000 hours (or 750 hours) is reached.

Exceptions: A University employee is not eligible for Plan membership if he or she:

- is an active member of another UC-sponsored retirement system—for example, the California Public Employees’ Retirement System (CalPERS);
- is at the University primarily to obtain education or training;
- receives pay under a special compensation plan but receives no covered compensation (see Definitions, below);
- is in a Per Diem, Floater or Casual Restricted appointment;
- is appointed as a Regents’ Professor or Regents’ Lecturer;
- is an employee hired as a visiting appointee on or after August 1, 1989; or
- is a retired member who elects to waive future eligibility and accruals (including service credit).

Once you become a UCRP member, active membership continues until you have a break in service (see Definitions, below). Membership is not affected by a reduction in appointment without a break in service. Benefits change if you transfer to a position eligible for Safety benefits.

Break in Service

Leaving University employment, including any period on pay status but without covered compensation, or any period off pay status for four or more consecutive months. The following periods do not constitute a break in service for UCRP membership as long as the member returns to pay status at the end of the period:

- approved leave of absence without pay,
- temporary layoff (less than four months),
- furlough,
- period of right to recall and preference for reemployment,
- return to pay status the next working day after leaving University employment,
- return to pay status after a military leave in accordance with employees’ reemployment rights, or
- return to pay status from a medical separation within the time allowed under University policy.

Covered Compensation

The gross monthly pay that an active employee receives for a regular and normal appointment, including pay while on sabbatical or other approved leave of absence with pay. Not included are:

- pay for overtime unless in the form of compensatory time off;
- pay for correspondence courses, summer session, intersession and for interquarter or vacation periods or University extension courses, unless such employment constitutes part of an annual or indefinite appointment;
- pay for a position that is not normally full time except if paid on a salary or hourly rate basis;
- pay that exceeds the full-time rate for the regular, normal position to which the member is appointed;
- pay that exceeds the base salary as negotiated under the General Health Sciences Compensation Plan or Medical School Clinical Compensation Plan;
- pay that exceeds the established base pay rates, including nonelective deferred compensation, honoraria and consulting fees;
- payments received as uniform allowance, unless included as part of compensation for a regular and normal appointment;
- pay that exceeds the IRC §401(a)(17) dollar limit. For Plan year 2006–2007, the earnings limit is \$220,000. (For those who were active members before July 1, 1994, the earnings limit for Plan year 2006–2007 is \$325,000.); and
- payments received as housing allowance beginning with January 1994 earnings.

Covered compensation does not include pay from sources other than the University of California.