



Human Resources and Allied Professionals Program



Current Issues in Systemwide Human Resources & Benefits

February 7, 2006



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HR/B Updates Agenda

- HR/B Strategic Planning Efforts
 - www.ucop.edu/humres/hrb_strategic_plan.doc
- Accreditation and Assurance Model
- Retirement Benefits Redesign
- Staff Advisor to the Regents
- Senior Leadership Forum



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HR/B Strategic Plan

Strategy 1: Address the UC Funding model for UC Human Resources programs

Strategy 2: Develop a progressive human resource system

Strategy 3: Position our Retirement Program for long-term sustainability

Strategy 4: Position our Health and Welfare Program for both long-term sustainability



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HR/B Strategic Plan (continued)

Strategy 5: Assure consistent and accountable HR operations

Strategy 6: Address the need for Succession Planning and Talent Development

Strategy 7: Promote a positive labor relations environment

Strategy 8: Provide support for management of the DOE laboratories



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“Appropriate consistency”

To assure consistent and accountable HR operations across the University in response to The Regents’ request to align location practices with systemwide HR/B policies and labor contracts





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HR Accreditation and Assurance Model

- People management
- Work management
- Financial management
- Safety management
- Property management



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Retirement Redesign

Position our
Retirement
Program for long-
term sustainability
and alignment with
our stated
philosophy



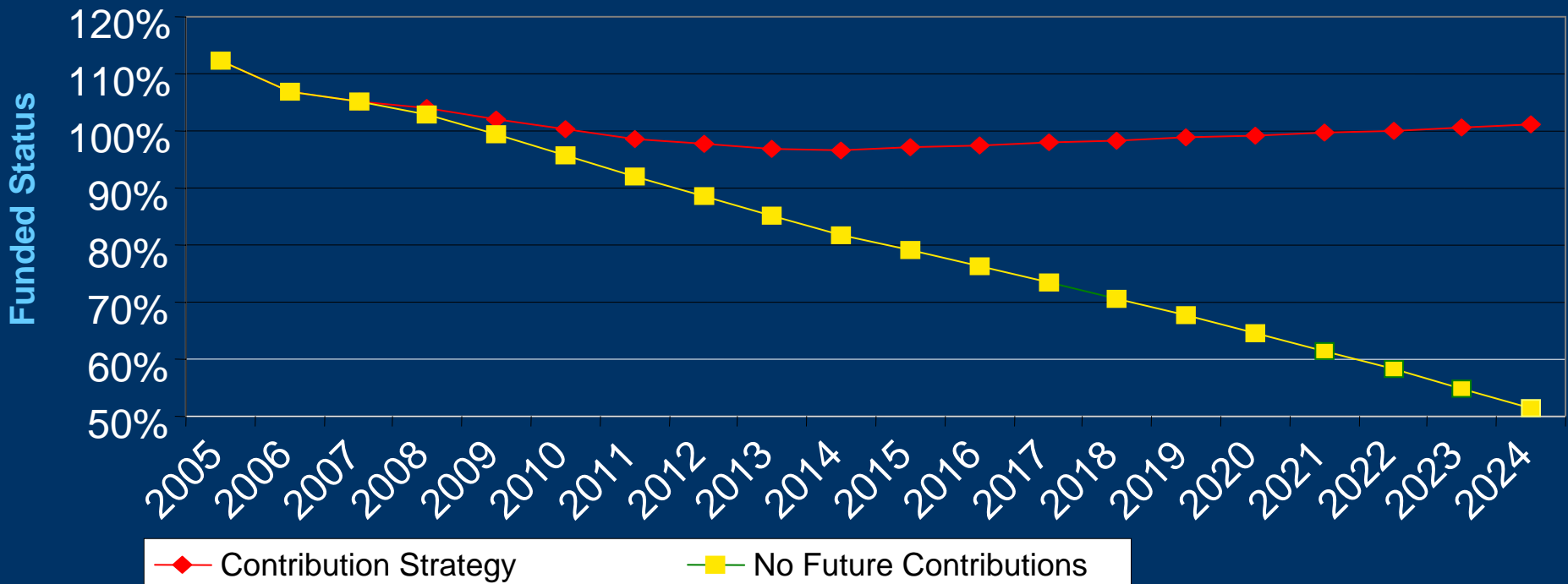


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UCRP Funded Status

Assets and Liabilities (Campus and Medical Centers Only)
(Assumes 7.5% Annual Return)





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Rationale for Retirement Benefit Design Changes

- UC needs to rebalance total remuneration while meeting competitive objectives to attract and retain top talent
- Contributions reinstated to UC Retirement Plan (UCRP) to sustain plan's funded status
- Contributions to UCRP raise long-term affordability issues for UC and its employees – need to consider more affordable designs for future employees



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Compensation Policy



“Our strategy is to attract and retain the highest quality academic, managerial, and staff talent by offering competitive total remuneration.”



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Recent Compensation Issues

- San Francisco Chronicle series
- An “opportunity to review, re-think, and improve where necessary our policies and practices regarding compensation and its public disclosure”

President Dynes, *Our University* newsletter, January 2006



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Recent Compensation Issues

Providing competitive compensation for all UC employees is a top priority, and is critical to preserving the quality of the University

UC Fact Sheet, October 2005

<http://www.universityofcalifornia.edu/news/compensation/>



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Health and Welfare



Position our Health and Welfare Programs for both long-term sustainability and alignment with our stated philosophy

2006 Monthly Medical Costs for Employees

Medical Plan	UC <=\$40K	UC \$40-80K	UC \$80-120K	UC \$120K+	Comparators		
					State	Federal	Stanford
Health Net					State (Blue Shield)		
Gross = \$ 312 single	\$12	\$26	\$45	\$69	\$0	\$93	\$12
Gross = \$905 family	53	111	174	244	70	220	117
Blue Cross PPO					State (Pers-Care) Federal (Univ. Care) Stanford (3-Choice)		
Gross = \$445 single	61	75	94	118	280	91	43
Gross = \$1,290 family	194	252	316	385	819	225	207



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Staff Advisor Pilot Program— Application Period Closes February 15



- Selection from all eligible staff and non-Senate academic employees who apply
- Pilot Program of staff advisors to two Regents' committees: Grounds & Buildings and Educational Policy



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UC Senior Leadership Forum

In order to ensure its success in perpetuity, UC is embarking on a University-wide effort to implement talent management and plan leadership succession.





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Questions & Answers

