



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 10, 2016

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ACADEMIC COUNCIL CHAIR CHALFANT
ANR VICE PRESIDENT HUMISTON

RE: Revision of Academic Personnel Policy Section 190, Appendix G of the Academic Personnel Manual: Program Description – Retirement Contributions on Academic Appointee Summer Salary (APM - 190, Appendix G)

Dear Colleagues:

I am formally transmitting revised Academic Personnel Manual Section 190, Appendix G, Program Description – Retirement Contributions on Academic Appointee Summer Salary (APM - 190, Appendix G). The policy, which is effective November 1, 2016, can be found online at: <http://ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>.

The revisions to this APM section align policy for administering summer salary benefits for all faculty and academic appointees with the new retirement plan options that became available to those employed on July 1, 2016 or later. In addition, language is modified to reflect that the summer salary retirement benefit for all faculty will be transferred, prospectively, from UC's Defined Contribution Plan ("DC Plan"), where summer session retirement contributions currently go, to UC's Tax Deferred 403(b) Plan. The changes are applicable to future contributions only, effective November 1, 2016. Prior summer salary benefit contributions and investment earnings will remain in the DC Plan. The existing definition of summer salary and the summer salary retirement contribution amounts are unchanged.

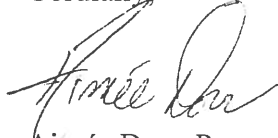
Proposed language for this section of the APM was circulated for Systemwide Review between September 13, 2016 and October 28, 2016. Reviewers assessed the revisions to be "reasonable," "in the best interests of the faculty," and "a pragmatic choice" given the new retirement plan options that became effective July 1, 2016 for faculty employed on or after that date. Several reviewers asked specific implementation questions. Attached are those questions and answers provided by Office of the President Human Resources-Pension and Retirement Programs Office staff.

November 10, 2016

Page 2

I wish to thank all members of the University community for their efforts to revise these important sections of the APM. Your contributions are deeply appreciated.

Cordially,



Aimée Dorr, Provost

Executive Vice President for Academic Affairs

Attachments: Revised APM – 190, Appendix G
Summer Salary Benefit Questions and Answers

cc: President Napolitano

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