



OFFICE OF RISK SERVICES—  
ASSOCIATE VICE PRESIDENT & CHIEF RISK OFFICER

OFFICE OF THE PRESIDENT  
1111 Franklin Avenue, 6<sup>th</sup> Floor  
Oakland, California 94607-5200

April 10, 2024

Dear Colleagues,

Please find the attached FY 2024-25 Premium Schedules for the Risk Services programs including, but not limited to, the following lines of coverage:

- Workers' Compensation
- General Liability
- Auto (liability & physical damage)
- Employment Practices Liability
- Property
- Cyber
- Professional Liability

### **Insurance Market**

The commercial insurance market continues to be a challenging environment with only slight improvements in costs and coverages for higher education and healthcare-focused organizations with large employee populations like the University of California. Global and national property losses caused by extreme weather events, inflationary impacts on medical malpractice and employment practices claims, and class action lawsuits affecting general liability are only a few of the trends impacting the cost of insurance.

The University's risk and insurance program, anchored by Fiat Lux, will continue to respond to these conditions by further development of a risk financing strategy that is cost efficient, value based, and enables the University to execute on its evolving strategies and fundamental mission.

### **Premium Rate Methodology**

As a reminder, the University's insurance rates are determined by independent actuaries. The funding rates, established by individual lines of insurance, are calculated by using a location's discrete exposure and loss performance (based on a five-year claim history) with a blending of the University's total aggregate loss experience.

### **Insurance Programs:**

#### **Workers' Compensation**

The University's Workers' Compensation program remains relatively consistent in terms of claims frequency as compared to the trend for the last five years. However, the inventory of open claims and the rise of medical costs as a percentage of overall claims expenses, continue to trend upwards over the same five-year period. There will be a renewed focus on developing strategies to reduce claim inventory and address rising medical costs. Our net rate

decreased from \$1.02 per \$100 of payroll last year to \$0.98 per \$100 of payroll this year. Individual location increases were the result of higher payroll projections and the continued increases in occupational health clinic funding.

The above premium amount does not include the accounting of the continued closeout of our legacy workers' compensation program and transition from our traditional banking model to the University's captive insurance company, Fiat Lux. As a reminder, we are now in year six of the seven-year closeout plan that in total, provides rate reductions of \$19.7M and deficit forgiveness of \$43.9M.

### **General Liability**

The funding for 2024-25 has increased due to the rising cost of excess insurance and an increase in exposures. Funding continues to include the annual installment of the ten-year repayment plan of the Heaps matter which began in the 2023-24 program year. Excluding the repayment plan, the program required a modest \$4.7M increase in premiums.

### **Employment Practices Liability**

The Employment Practices Liability program had a \$13M increase in premium driven primarily by the increase in exposures, the ongoing increase in litigation costs, and increased severity including multiple adverse jury verdicts.

### **Sexual Misconduct Liability**

The commercial insurance market-imposed exclusion of sexual misconduct liability coverage remains ongoing. As a result, the coverage by our captive, Fiat Lux, remains our only alternative solution. The Sexual Misconduct Liability program had a 22.2% increase in funding over the prior year, with an increase in premiums of \$3.5M. These increases are attributed to an increase in exposures and losses, investment in prevention efforts, and continued funding of a newer line of coverage.

### **Auto**

Auto Liability and Physical Damage has a 14% funding rate increase. This increase is attributed to growth in claim severity as well as a spike in claim frequency.

### **Property**

The University's continued focus on providing additional student housing and hospital construction, as well as recent acquisition activity, continues to add new buildings to our property schedule and increases our exposure in this area. Following the trend last year, 2024-25 will see a premium increase of \$13M over last year. This increase is driven by adverse loss experience in recent years and a \$3M increase in excess insurance costs.

### **Cyber**

With the growth in the University's healthcare operations, as well as the rising frequency and costs of privacy and ransomware claims, Cyber premiums are increasing by \$9M. Although the July 1, 2023 renewal of our cyber excess insurance was favorable to the University (increased limit by \$30M while achieving a 5% premium reduction), factored into this increase is the plan to purchase additional limit to provide greater financial protection from the rise in cyber security threats to the University's IT infrastructure.

### **Professional Liability**

The Professional Liability program has the largest year over year increase in funding. This increase was driven by the 50% increase in exposures through already completed and future healthcare operations acquisitions. The total number of acute care beds have increased by approximately 2,000, resulting in a total of 6,000 licensed beds throughout the UC Health enterprise. Additional outpatient and ambulatory surgery centers are contributing to the growth in exposures as well. Adding to the growth in funding is the continued rise in claims severity and growing impact of the MICRA reforms.

While we understand the cost of insurance continues to increase, it is not without a commensurate increase in our commitment to continually evaluate our insurance structure and financing strategy to ensure we provide the University maximum value in its insurance funding and protection of its human, intellectual, and property assets.

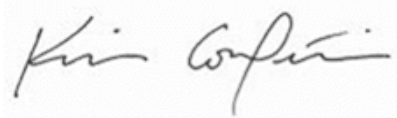
We also continue to focus on our ability to affect our own loss experience through claim prevention and mitigation of losses. Our loss prevention and mitigation efforts are most effective when developed from individual location loss analysis to identify and respond to those areas producing the greatest loss and potential liability. The Be Smart About Safety program continues to be an integral component of those loss prevention and mitigation efforts. Our Risk Services team is here to support you in your efforts and encourage all of you to ensure your location is taking full advantage of the funding provided by these risk management and safety programs.

As always, we look forward to continuing to partner with you and your teams and Fiat Lux to further reduce the University's cost of risk and create a safe environment for our students, faculty, staff, and the public.

Individual location reports will be sent to your campus and medical center risk manager and workers' compensation manager separately.

If you have any questions, please do not hesitate to contact myself, Mark Field, Deputy Chief Risk Officer ([mark.field@ucop.edu](mailto:mark.field@ucop.edu)) or Gabby Jung, Director, Operations and Risk Finance ([gabby.jung@ucop.edu](mailto:gabby.jung@ucop.edu)).

Sincerely,



Kevin Confetti  
Associate Vice President & Chief Risk Officer

Vice Chancellors for Administration  
Executive Vice President Brostrom  
Executive Vice President Nava  
Executive Vice President Rubin  
Vice President Lloyd  
Associate Vice President Cevallos  
Associate Vice President Diaz (Interim)  
Associate Vice President McRae  
Associate Vice President Nelson  
Campus/Health Controllers  
Chief of Staff to the CFO Werdick  
Deputy Chief Risk Officer Field  
Executive Director Baltaxe  
Executive Director Hsi  
Executive Director Leonard  
Executive Director Lillington  
Executive Director Smith  
Planning & Budget Officers  
Budget Directors  
Director Black  
Director Goode  
Director Jung

Director Muehe  
Director Parker  
Director Sadri  
Director Satorre  
Environment Health & Safety Directors  
Health System Finance Directors  
Accounting Managers  
Campus & Health Risk Managers  
Payroll Managers  
Program Manager Burley  
Program Manager DeBortoli  
Program Manager Goodrich  
Program Manager Gustavson  
Manager Ruiz  
Program Manager Zee Williams  
Workers' Compensation Managers  
Manager Tam  
Analyst Espinoza  
Accountant Thai  
Analyst Yuen  
Analyst Harrington

Attachments (7)

## University of California Automobile Program 2024-25 Premiums

Location	PREMIUM: Automobile Liability (AL)			PREMIUM: Automobile Physical Damage (APD)			Auto Liability & Auto Phys. Damage
	Premium	BSAS <sup>1</sup>	Total	Premium	BSAS <sup>1</sup>	Total	Premium <sup>2</sup>
<b>Berkeley</b>	\$1,141,000	\$66,000	\$1,207,000	\$224,000	\$15,000	\$239,000	\$1,446,000
<b>Davis</b>	3,107,000	179,000	3,286,000	567,000	39,000	606,000	3,892,000
<b>Irvine</b>	703,000	41,000	744,000	133,000	9,000	142,000	886,000
<b>Los Angeles</b>	2,841,000	164,000	3,005,000	422,000	29,000	451,000	3,456,000
<b>Merced</b>	96,000	6,000	102,000	36,000	3,000	39,000	141,000
<b>Riverside</b>	685,000	40,000	725,000	156,000	11,000	167,000	892,000
<b>San Diego</b>	1,911,000	110,000	2,021,000	433,000	30,000	463,000	2,484,000
<b>San Francisco</b>	1,218,000	71,000	1,289,000	101,000	7,000	108,000	1,397,000
<b>Santa Barbara</b>	223,000	13,000	236,000	91,000	6,000	97,000	333,000
<b>Santa Cruz</b>	508,000	29,000	537,000	237,000	16,000	253,000	790,000
<b>Office of the Pres.</b>	4,000	-	4,000	2,000	-	2,000	6,000
<b>ANR</b>	172,000	10,000	182,000	13,000	1,000	14,000	196,000
<b>GRAND TOTAL</b>	<b>12,609,000</b>	<b>729,000</b>	<b>13,338,000</b>	<b>2,415,000</b>	<b>166,000</b>	<b>2,581,000</b>	<b>15,919,000</b>

<sup>1</sup> BSAS-Be Smart About Safety Loss Prevention Program

<sup>2</sup> Allocation is based upon actuarial methodology. Total premium of the annual cost for the program for the fiscal year.

## University of California Cyber Liability 2024-25 Premiums

Location	Premium	BSAS <sup>1</sup>	Total
Berkeley	\$3,918,000	\$50,000	\$3,968,000
Davis Campus	1,461,000	50,000	1,511,000
UC Davis Health	1,288,000	50,000	1,338,000
Irvine Campus	1,902,000	50,000	1,952,000
UCI Health	2,221,000	50,000	2,271,000
Los Angeles Campus	5,402,000	50,000	5,452,000
UCLA Health	3,822,000	40,000	3,862,000
UCLA Santa Monica	88,000	9,000	97,000
UCLA Resnick	80,000	1,000	81,000
Merced Campus	142,000	50,000	192,000
Riverside Campus	916,000	50,000	966,000
San Diego Campus	1,514,000	50,000	1,564,000
UC San Diego Health	2,500,000	50,000	2,550,000
San Francisco Campus	1,195,000	50,000	1,245,000
UCSF Health	2,356,000	50,000	2,406,000
UCSF LPPI	18,000	-	18,000
Santa Barbara	1,177,000	50,000	1,227,000
Santa Cruz	1,001,000	50,000	1,051,000
Office of the Pres.	451,000	50,000	501,000
ANR	227,000	50,000	277,000
<b>GRAND TOTAL</b>	<b>\$31,679,000</b>	<b>\$850,000</b>	<b>\$32,529,000</b>

Allocation is based upon actuarial methodology. Includes insurance premiums, uninsured direct costs, and loss prevention.

<sup>1</sup> BSAS-Be Smart About Safety Loss Prevention Program

## University of California General Liability (GL) & Employment Practices Liability (EPL) 2024-25 Premiums

Location	GENERAL LIABILITY PREMIUM						EMPLOYMENT PRACTICES LIABILITY PREMIUM			COMBINED PREMIUM
	Gen Liabl excl Heaps Bond	Heaps Bond <sup>4</sup>	Gen Liabl incl Heaps Bond	Sexual Misconduct Premium	BSAS <sup>1</sup>	Total	Premium	BSAS <sup>1</sup>	Total <sup>2</sup>	GL & EPL Premium <sup>3</sup>
<b>Berkeley</b>	\$9,050,000	\$4,029,000	\$13,079,000	\$2,760,000	\$459,000	\$16,298,000	\$6,182,000	\$418,000	\$6,600,000	\$22,898,000
<b>Davis Campus</b>	3,382,000	3,516,000	6,898,000	1,029,000	164,000	8,091,000	6,790,000	458,000	7,248,000	15,339,000
<b>UC Davis Health</b>	1,096,000	2,797,000	3,893,000	605,000	51,000	4,549,000	4,765,000	316,000	5,081,000	9,630,000
<b>Irvine Campus</b>	4,384,000	2,521,000	6,905,000	1,340,000	232,000	8,477,000	4,993,000	337,000	5,330,000	13,807,000
<b>UCI Health</b>	1,988,000	1,564,000	3,552,000	1,008,000	97,000	4,657,000	7,071,000	469,000	7,540,000	12,197,000
<b>UCLA Campus</b>	12,533,000	8,116,000	20,649,000	3,805,000	578,000	25,032,000	20,783,000	1,403,000	22,186,000	47,218,000
<b>UCLA Health</b>	3,269,000	3,454,000	6,723,000	1,787,000	125,000	8,635,000	9,114,000	604,000	9,718,000	18,353,000
<b>UCLA Santa Monica</b>	28,000	57,000	85,000	42,000	42,000	169,000	131,000	9,000	140,000	309,000
<b>UCLA Resnick</b>	72,000	101,000	173,000	38,000	2,000	213,000	159,000	11,000	170,000	383,000
<b>Merced</b>	329,000	444,000	773,000	100,000	16,000	889,000	960,000	65,000	1,025,000	1,914,000
<b>Riverside</b>	2,111,000	1,299,000	3,410,000	645,000	112,000	4,167,000	3,807,000	257,000	4,064,000	8,231,000
<b>San Diego Campus</b>	3,491,000	3,632,000	7,123,000	1,066,000	183,000	8,372,000	2,877,000	194,000	3,071,000	11,443,000
<b>UC San Diego Health</b>	2,101,000	2,226,000	4,327,000	1,169,000	116,000	5,612,000	5,964,000	396,000	6,360,000	11,972,000
<b>San Francisco Campus</b>	2,785,000	3,825,000	6,610,000	842,000	114,000	7,566,000	7,501,000	507,000	8,008,000	15,574,000
<b>UCSF Health</b>	1,997,000	2,584,000	4,581,000	1,097,000	98,000	5,776,000	5,400,000	358,000	5,758,000	11,534,000
<b>UCSF LPPI</b>	2,000	36,000	38,000	8,000	-	46,000	25,000	-	25,000	71,000
<b>Santa Barbara</b>	2,719,000	1,744,000	4,463,000	829,000	139,000	5,431,000	5,067,000	342,000	5,409,000	10,840,000
<b>Santa Cruz</b>	2,308,000	1,127,000	3,435,000	705,000	121,000	4,261,000	1,781,000	120,000	1,901,000	6,162,000
<b>Office of the Pres.</b>	1,039,000	512,000	1,551,000	318,000	55,000	1,924,000	1,931,000	130,000	2,061,000	3,985,000
<b>ANR</b>	530,000	328,000	858,000	160,000	22,000	1,040,000	296,000	20,000	316,000	1,356,000
<b>GRAND TOTAL</b>	<b>\$55,214,000</b>	<b>\$43,912,000</b>	<b>\$99,126,000</b>	<b>\$19,353,000</b>	<b>\$2,726,000</b>	<b>\$121,205,000</b>	<b>\$95,597,000</b>	<b>\$6,414,000</b>	<b>\$102,011,000</b>	<b>\$223,216,000</b>

<sup>1</sup> BSAS-Be Smart About Safety Loss Prevention Program

<sup>2</sup> The Premium includes funding to cover Non-Litigated Employment Practices Liability claims.

<sup>3</sup> Allocation is based upon actuarial methodology. Total premium of the annual cost for General Liability and Employment Practices Liability for the fiscal year.

<sup>4</sup> Heaps bond repayment began with the 2023-24 funding and will continue through and including the 2031-32 funding. See separate exhibit for amounts by location by year.

University of California Professional Medical & Hospital Liability  
 2024-25 Be Smart About Safety (BSAS) Funding

<b>Location</b>	<b>BSAS Funding</b>
UCB Campus Health	\$5,000
UCD Med Center/School of Medicine	267,000
UCD Campus Health	3,000
UCI Med Center/School of Medicine	332,000
UCI Campus Health	2,000
UCLA Med Center/School of Medicine	497,000
UCLA Campus Health	6,000
UC Merced Campus Health	-
UC Riverside School of Medicine	16,000
UC Riverside Campus Health	1,000
UCSD Med Center/School of Medicine	337,000
UCSD Campus Health	2,000
UCSF Med Center/School of Medicine	449,000
UCSF Fresno	67,000
Zuckerberg San Francisco General	89,000
UCSF Campus Health	-
UCSB Campus Health	3,000
UCSC Campus Health	2,000
<b>Grand Total</b>	<b>2,078,000</b>

# University of California Professional Medical & Hospital Liability 2024-25 Premiums

Location	Premium (Excl BSAS)
Berkeley School of Optometry	\$26,000
Berkeley Campus Other	11,000
Berkeley SHS	174,000
Berkeley CAPS	-
<b>Berkeley Campus Health Total</b>	<b>211,000</b>
Davis School of Medicine	9,234,000
Davis Medical Center	9,234,000
<b>Davis Medical Center Subtotal</b>	<b>18,468,000</b>
Davis Student Health Services	105,000
Davis CAPS	-
Davis Campus Other	5,000
Davis School of Veterinary Medicine	42,000
<b>Davis Campus Health Subtotal</b>	<b>151,000</b>
<b>UCD Total</b>	<b>18,619,000</b>
Irvine School of Medicine	12,039,000
Irvine Medical Center	12,039,000
<b>Irvine Medical Center Subtotal</b>	<b>24,077,000</b>
Irvine Student Health Services	62,000
Irvine CAPS	20,000
<b>Irvine Campus Health Subtotal</b>	<b>83,000</b>
<b>Irvine Total</b>	<b>24,160,000</b>
Los Angeles School of Medicine	23,856,000
Los Angeles Ronald Reagan	8,872,000
Los Angeles Santa Monica	4,934,000
Los Angeles Resnick Neuropsychiatric Hospital	402,000
Los Angeles School of Nursing	14,000
<b>Los Angeles Medical Center Subtotal</b>	<b>38,078,000</b>
Los Angeles Campus Other	2,000
Los Angeles Student Health Services	160,000
Los Angeles CAPS	56,000
<b>Los Angeles Campus Health Subtotal</b>	<b>219,000</b>
<b>UCLA Total</b>	<b>38,297,000</b>
Merced Student Health Services	11,000
Merced CAPS	7,000
<b>Merced Campus Health Total</b>	<b>18,000</b>
Riverside School of Medicine	1,108,000
Riverside Student Health Services	37,000
Riverside CAPS	16,000
<b>Riverside Campus Health Subtotal</b>	<b>53,000</b>
<b>Riverside Total</b>	<b>1,161,000</b>
San Diego School of Medicine	10,325,000
San Diego Medical Center	10,325,000
<b>San Diego Medical Center Subtotal</b>	<b>20,651,000</b>
San Diego Campus Other	-
San Diego Student Health Services	53,000
San Diego CAPS	32,000
<b>San Diego Campus Health Subtotal</b>	<b>85,000</b>
Rady's Children Hospitals	2,793,000
<b>San Diego Total</b>	<b>23,528,000</b>
San Francisco School of Medicine	11,102,000
San Francisco Medical Center	11,102,000
San Francisco School of Nursing	16,000
San Francisco Affiliated Hospitals-Other	2,248,000
San Francisco Dental School	228,000
San Francisco Langley Porter Institute	55,000
San Francisco Fresno	4,585,000
San Francisco Zuckerberg San Francisco General	4,627,000
<b>San Francisco Medical Center Subtotal</b>	<b>33,962,000</b>
San Francisco Student Health Services	14,000
San Francisco CAPS	-
<b>San Francisco Campus Health Subtotal</b>	<b>14,000</b>
<b>UCSF Total</b>	<b>33,977,000</b>
Santa Barbara Campus Other	2,000
Santa Barbara Student Health Services	70,000
Santa Barbara CAPS	34,000
<b>Santa Barbara Campus Health Total</b>	<b>106,000</b>
Santa Cruz Student Health Services	68,000
Santa Cruz CAPS	-
<b>Santa Cruz Campus Health Total</b>	<b>68,000</b>
<b>GRAND TOTAL</b>	<b>\$140,146,000</b>
<b>Campus Health Total</b>	<b>\$1,009,000</b>



## University of California Property Program 2024-25 Premiums

Location	Property Premium <sup>1</sup>	Crime/Fidelity Premium	Environmental Premium	Equipment Breakdown Premium	Be Smart About Safety <sup>2</sup>	Total Premium <sup>3</sup>
<b>Berkeley</b>	\$11,154,000	\$584,000	\$88,000	\$52,000	\$620,000	\$12,498,000
<b>Davis</b>	9,186,000	481,000	73,000	43,000	510,000	10,293,000
<b>UC Davis Health</b>						Incl. in Campus
<b>Irvine</b>	9,185,000	480,000	73,000	43,000	510,000	10,291,000
<b>UCI Health</b>						Incl. in Campus
<b>Los Angeles</b>	12,840,000	672,000	102,000	59,000	713,000	14,386,000
<b>UCLA Health</b>						Incl. in Campus
<b>Merced</b>	3,129,000	164,000	25,000	15,000	174,000	3,507,000
<b>Riverside</b>	1,899,000	99,000	15,000	9,000	105,000	2,127,000
<b>San Diego</b>	15,721,000	822,000	125,000	73,000	873,000	17,614,000
<b>UC San Diego Health</b>						Incl. in Campus
<b>San Francisco</b>	10,181,000	533,000	81,000	47,000	565,000	11,407,000
<b>UCSF Health</b>						Incl. in Campus
<b>Santa Barbara</b>	4,978,000	260,000	39,000	23,000	276,000	5,576,000
<b>Santa Cruz</b>	7,248,000	379,000	57,000	34,000	403,000	8,121,000
<b>Office of the President</b>	385,000	20,000	3,000	2,000	21,000	431,000
<b>ANR</b>	-	-	-	-	-	Incl. in various locations
<b>Total</b>	\$85,906,000	\$4,494,000	\$681,000	\$400,000	\$4,770,000	\$96,251,000

<sup>1</sup> Property Program includes premiums/coverage for Parametric Earthquake insurance.

<sup>2</sup> BSAS-Be Smart About Safety Loss Prevention Program

<sup>3</sup> Allocation is based upon actuarial methodology.

## University of California Workers' Compensation Program 2024-25 Premiums

Location	Funding Premiums	Accrual Funding <sup>1</sup> All Fund Sources		Be Smart About Safety <sup>2</sup> All Fund Sources		Total Rate	Total Projected Premium	Closeout of 6/30/16 Legacy Rate Reduction or Deficit Funding <sup>3</sup> All Fund Sources		Combined Total	
		Rate/\$100 of Payroll	Premium \$	Rate/\$100 of Payroll	Premium \$			Rate Adj/\$100 of Payroll	Total Adjustment	Total Rate	Total Premium \$
Berkeley	17,888,000	1.01	16,276,000	0.10	1,612,000	1.11	17,888,000	0.06	935,000	1.17	18,823,000
ANR-Berkeley	146,000	1.01	133,000	0.10	13,000	1.11	146,000	0.06	8,000	1.17	154,000
Davis Campus	14,662,000	0.77	13,431,000	0.07	1,231,000	0.84	14,662,000	0.00	-	0.84	14,662,000
ANR-Davis	978,000	0.77	906,000	0.07	72,000	0.84	978,000	0.00	-	0.84	978,000
UC Davis Health	13,315,000	0.93	12,383,000	0.07	932,000	1.00	13,315,000	0.00	-	1.00	13,315,000
Irvine Campus	6,845,000	0.44	6,274,000	0.04	571,000	0.48	6,845,000	0.00	-	0.48	6,845,000
ANR-Irvine	3,000	0.44	3,000	0.04	-	0.48	3,000	0.00	-		
UC Irvine Health	19,839,000	1.95	18,213,000	0.17	1,626,000	2.12	19,839,000	0.00	-	2.12	19,839,000
Los Angeles Campus	31,998,000	0.78	29,712,000	0.06	2,286,000	0.84	31,998,000	0.00	0	0.84	31,998,000
UCLA Health	32,683,000	2.20	30,882,000	0.13	1,801,000	2.32	32,683,000	0.00	-	2.32	32,683,000
UCLA Resnick	933,000	1.73	815,000	0.25	118,000	1.98	933,000	0.00	-	1.98	933,000
Merced	2,521,000	1.13	2,414,000	0.05	107,000	1.18	2,521,000	0.05	105,000	1.23	2,626,000
Riverside	4,992,000	0.79	4,587,000	0.07	405,000	0.86	4,992,000	0.06	313,000	0.92	5,305,000
ANR-Riverside	207,000	0.79	189,000	0.07	18,000	0.86	207,000	0.06	43,000	0.92	250,000
San Diego Campus	17,149,000	0.69	16,209,000	0.04	940,000	0.73	17,149,000	0.00	-	0.73	17,149,000
San Diego Health	17,448,000	1.55	16,275,000	0.11	1,173,000	1.66	17,448,000	0.00	-	1.66	17,448,000
San Francisco Campus	12,444,000	0.49	11,505,000	0.04	939,000	0.53	12,444,000	0.00	-	0.53	12,444,000
San Francisco Health	38,498,000	1.72	35,989,000	0.12	2,509,000	1.84	38,498,000	0.00	-	1.84	38,498,000
San Francisco LPPH	196,000	1.38	155,000	0.36	41,000	1.74	196,000	0.00	-	1.74	196,000
Santa Barbara	5,916,000	0.97	5,414,000	0.09	502,000	1.06	5,916,000	0.00	-	1.06	5,916,000
Santa Cruz	5,276,000	1.01	4,801,000	0.10	475,000	1.11	5,276,000	0.00	-	1.11	5,276,000
Office of the President	1,090,000	0.35	828,000	0.11	262,000	0.46	1,090,000	0.00	-	0.46	1,090,000
ANR-OP	15,000	0.35	13,000	0.11	2,000	0.46	15,000	0.00	-	0.46	15,000
Lawrence Berkeley Lab	3,334,000	0.54	3,334,000	0.00	-	0.54	3,334,000	(0.12)	(745,400)	0.42	2,588,600
<b>TOTAL</b>	<b>248,376,000</b>		<b>230,741,000</b>		<b>17,635,000</b>		<b>248,376,000</b>		<b>658,000</b>		<b>249,031,000</b>

<sup>1</sup> Record as Workers' Compensation expense with object code 8500.

<sup>2</sup> Separate premiums for the "Be Smart About Safety" Program. To be classified as a fund balance transfer to UCOP as outlined in the "Be Smart About Safety" document (excludes labs).

<sup>3</sup> Workers' Compensation Closeout of Legacy Program for the period 4/1/1980 to 6/30/2016 prior to transferring liabilities to the University's Captive - Fiat Lux