

UNIVERSITY OF CALIFORNIA, RIVERSIDE SENIOR MANAGEMENT GROUP BENEFITS

Candidate Name:	SMG Salary Grade:
Position:	Salary Range:

BENEFITS	GUIDELINES
Holidays	13 days / year <i>Absence from work:</i> http://policy.ucop.edu/doc/4010406 , <i>Hours of Work:</i> http://policy.ucop.edu/doc/4010401
Vacation	18 days / year with < 5 years of service 21 days / year with > 5 but < 10 years of service 24 days / year with > 10 years of service (<i>Maximum accrual limits apply</i>) <i>Absence from work:</i> http://policy.ucop.edu/doc/4010406
Sick Leave	8 hours / month (12 days / year) (<i>may be used for self, family illness and bereavement</i>) <i>Absence from work:</i> http://policy.ucop.edu/doc/4010406
Disability Insurance	Short term: Up to 55% of base salary, up to a max of \$800 (<i>Short term – UC Paid</i>) Supplemental: Up to 70% of base salary, up to a max of \$10,000 (<i>Long term – Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/disability-life-accident/disability/index.html
Medical, Dental and Vision Plans	Medical (<i>Employee and UC Paid</i>) / Dental and Vision (<i>UC Paid</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/health-plans/index.html
Legal	<i>Optional</i> http://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/legal-plan.html
Basic Life Insurance Supplemental Life Insurance	Basic: 1x annual salary, up to a max of \$50,000 (<i>UC Paid</i>) Supplemental: 5 life insurance plans from \$20,000 to 4x annual salary up to a max of \$1M (<i>Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/disability-life-accident/life-insurance/index.html
Senior Management Life Insurance	2x annual salary, up to a max of \$800,000 (<i>UC Paid</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/disability-life-accident/life-insurance/index.html
Business Travel Accidental Death Insurance	\$250,000 in coverage (<i>UC Paid</i>) http://www.ucop.edu/risk-services/loss-prevention-control/travel-assistance/index.html
UC Retirement Plan	6.5% employee contribution and 12% UC contribution (<i>A defined benefit retirement plan. Vested after completion of 5 years of service</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/ucrp/index.html
Senior Management Supplemental Benefit Program	5% of monthly base salary; tenured faculty members and acting or interim appointees ineligible (<i>Contributions to the Retirement Savings Program on employee's behalf</i>) (<i>UC Paid</i>) http://policy.ucop.edu/doc/4010581/PPSM-II-71
Tax-Deferred 403(b) Plan	A defined contribution plan (<i>Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/ucrs/index.html
457(b) Deferred Compensation Plan	A deferred compensation plan (<i>Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/ucrs/index.html
Health Flexible Spending Account [Pre-tax]	Employees pay on a pre-tax salary reduction basis; eligible health care expenses not covered by their medical , dental or vision plans (<i>Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/flexible-spending-accounts/index.html
Dependent Care Flexible Spending Account [Pre-tax]	Employees pay for eligible dependent care expenses on a pre-tax, salary reduction basis (<i>Optional</i>) http://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/flexible-spending-accounts/index.html