

**UNIVERSITY OF CALIFORNIA, RIVERSIDE
SENIOR MANAGEMENT GROUP BENEFITS**

Candidate Name:		SMG Salary Grade:
Position:		Salary Range:
BENEFITS	GUIDELINES	
Holidays	13 days / year http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/monthly_working_hours.html	
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> http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf	
Sick Leave	8 hours / month (12 days / year) <i>(may be used for self, family illness and bereavement)</i> http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf	
Disability Insurance	Short term: Up to 55% of base salary, up to a max of \$800 (Short term – UC Paid) Supplemental: Up to 70% of base salary, up to a max of \$10,000 (Long term – Optional) http://atyourservice.ucop.edu/employees/health_welfare/disability/index.html http://atyourservice.ucop.edu/forms_pubs/subject/disability.html	
Medical, Dental and Vision Plans	<i>Medical – (Employee and UC Paid) / Dental and Vision – (UC Paid)</i> http://atyourservice.ucop.edu/forms_pubs/categorical/eoc.html http://atyourservice.ucop.edu/forms_pubs/subject/dental.html http://atyourservice.ucop.edu/forms_pubs/subject/vision.html	
Legal	<i>(Optional)</i> http://atyourservice.ucop.edu/employees/health_welfare/legal/index.html	
Basic Life Insurance Supplemental Life Insurance	Basic: 1x annual salary, up to a max of \$50,000 (UC Paid) Supplemental: 5 life insurance plans from \$20,000 to 4x annual salary up to a max of \$1M <i>(Optional)</i> http://atyourservice.ucop.edu/employees/health_welfare/life/index.html	
Senior Management Life Insurance	2x annual salary, up to a max of \$800,000 (UC Paid) http://atyourservice.ucop.edu/employees/health_welfare/life/index.html	
Business Travel Accidental Death Insurance	\$250,000 in coverage (UC Paid) http://atyourservice.ucop.edu/employees/health_welfare/biz_trvl_accident.html	
UC Retirement Plan	5% employee contribution and 10% UC contribution, effective July 2012 6.5% employee contribution and 12% UC contribution, effective July 2013 <i>(A defined benefit retirement plan. Vested after completion of 5 years of service)</i> http://atyourservice.ucop.edu/forms_pubs/misc/retirebook.pdf	
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) (UC Paid)</i> http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/ii71.html	
Tax-Deferred 403(b) Plan	<i>(A defined contribution plan) (Optional)</i> http://atyourservice.ucop.edu/forms_pubs/spd/403bspd.pdf	
457(b) Deferred Compensation Plan	<i>(A deferred compensation plan) (Optional)</i> http://atyourservice.ucop.edu/forms_pubs/spd/457bspd.pdf	
Health Care Spending Account Program [Pre-tax]	<i>(Employees pay on a pre-tax salary reduction basis; eligible health care expenses not covered by their medical, dental or vision plans) (Optional)</i> http://atyourservice.ucop.edu/forms_pubs/spd/hcraspd.pdf	
Dependent Care Flexible Care Spending Account [Pre-tax]	<i>(Employees pay for eligible dependent care expenses on a pre-tax, salary reduction basis) (Optional)</i> http://atyourservice.ucop.edu/forms_pubs/spd/depcaspd.pdf	