

New Faculty Orientation

UC Benefits Information

September 2020



Welcome to UCR



Human Resources
Benefits Office



Everything You Want to Know About UC

- UCnet is an employee intranet for UC faculty, staff and retirees to obtain updates about systemwide news and programs.
- Visit the UCNet Compensation and Benefits webpage for information, webinar links and answers about medical, dental, vision and other benefits.
<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>



New Faculty and Staff Benefits Resources

- **New Faculty and Staff Website**
 - Excellent location for resources for new employees
 - <https://hr.ucr.edu/total-compensation/benefits-belonging/new-faculty-and-staff>
- **What's New in Benefits**
 - View up to date information, changes and important news relating to UC benefits
 - <https://hr.ucr.edu/benefits-announcement-news>
- **Scope of Services Reference Guide**
 - An optimal resource tool showing 'who does what' at UC Riverside
 - <https://hr.ucr.edu/document/scope-services-reference-guide-0>



Benefits Orientations

Benefit webinars are available to assist new employees with understanding benefit options and enrollment opportunities

- **New Employee Benefits Orientation**

- A live and weekly interactive webinar to ask questions and learn more about UC's benefits programs
- <https://hr.ucr.edu/document/new-employee-benefits-orientation>

- **New Employee Financial and Retirement Planning Orientation**

- Online meeting for employees required to select a UC retirement program and information on available additional benefits
- <https://hr.ucr.edu/document/new-employee-financial-planning-and-retirement-orientation>

- **Financial Education Webinars**

- Classes to help you learn about your UC retirement benefits and managing your financial life
- <https://www.myucretirement.com/Classes/ClassSchedule/19>



Benefits Enrollment / Payroll

- The UCPATH Center and the UCPATH Portal is where all employee health and welfare benefits and payroll are managed. Once you have received your UC Net ID, your benefit elections, qualifying mid-year plan changes and annual open enrollment updates are processed through the UCPATH portal.
 - <https://ucpath.universityofcalifornia.edu>
- Other UCPATH Center Services include:
 - Personal and dependent information
 - Benefits Enrollment Summary
 - Payroll processing and inquiries
 - Tax withholdings changes
 - Leave balances
 - Annual W2 distribution



Dependent Verification Process

- **Family Member Eligibility Verification**

- UC requires all faculty, staff and retirees who enroll family members in health and welfare plans to provide documents to verify family members' eligibility for coverage

- **UnifyHR** administers the verification process for UC

- Requests for dependent documentation is issued 90 days after family member enrollment
- Notification requesting dependent proof is sent to home
- Documentation must be submitted on time to retain coverage
- <https://ucnet.universityofcalifornia.edu/oe/more-information/family-member-verification.html>



UC Retirement Plan

- The UC Retirement Plan is a very important benefit available to you. You have two pension plans to choose from and it is equally important that you take swift action to make an election between the Pension Choice or Savings Choice plan.
- You have 90 days from your eligibility date to make a selection; your enrollment window closes once you submit a choice and elections are irrevocable.
- **If you do not select a primary retirement option, you will be automatically enrolled in the Pension Choice plan at the end of the 90-day period. This automatic enrollment may also be irrevocable.**



Pension Plan Selection Assistance

UC Retirement Plan Counseling

- Need assistance understanding your options? Fidelity Investments Financial Counselors are available to assist you.
- Visit the Fidelity Consultations & Workshops website to schedule a counseling appointment with a UCR dedicated Fidelity representative or call a Fidelity Investments consultant at (800) 558-9182.
 - <https://nb.fidelity.com/public/nb/default/fort>



Selecting a UC Retirement Plan

- Once you have decided which option is best for you, making your choice is easy by visiting the UC Retirement Choice Program website.
 - <https://myucretirement.com/choose>
- Retirement service credit towards vesting and UC contributions begins at your first payroll contribution. This date is normally different from your hire date.



Retirement Reciprocity

- If you have retirement service credit through past employment with the State of California, California State University or other public employers participating in the CalPERS or CalSTRS retirement systems, you may be eligible to continue earning uninterrupted service credit.
 - Visit the UCNNet website to access the informational booklet on how to request reciprocity to coordinate your UC and PERS/STRS retirement benefits.
- CALPERS
 - <https://ucnet.universityofcalifornia.edu/forms/pdf/ucrpcalpers-reciprocity.pdf>
- Cal STRS
 - <https://ucnet.universityofcalifornia.edu/forms/pdf/ucrpcalstrs-concurrent-retirement.pdf>



Additional Employee Benefits

- ComPsych – www.guidanceresources.com
 - UC Faculty and Staff Assistance Program – offering free, confidential resources for emotional health with easy access to short-term counseling, assessment and referral
- California Casualty – www.calcas.com/CRowens **Get your quote today!**
 - Home and Auto Insurance
- UC Healthy Campus/Wellness – <https://healthycampus.ucr.edu>
 - UCR Healthy Campus (HC), is part of the larger systemwide HCN, and invests in improving the health and quality of life for the UCR campus community
- Altura Federal Credit Union – jparedes@alturacu.com; www.alturacu.com
 - Financial savings and planning options available exclusively to UC employees
- SchoolsFirst Federal Credit Union – <https://www.schoolsfirstfcu.org>
 - Serving the educational community as the largest educational credit union in the US, as well as the nation's fifth largest credit union of any kind



Health Care Facilitator Program

- The Health Care Facilitator (HCF) provides assistance for faculty, staff, retirees, survivors and their eligible family members with benefits and services available from the UC-sponsored health plans.
- The HCF is a knowledgeable counselor who delivers confidential one-on-one assistance with:
 - Understanding the UC health plan coverage and patient rights
 - Defining and resolving issues and navigating through the health care system
 - Understanding how Medicare benefits coordinate with UC-sponsored medical plans



Benefit Site Contact Information

- **UCPath Center – Benefits Enrollment - Portal Website**
<https://ucpath.universityofcalifornia.edu/home>
Telephone Number: (855) 982-7284
- **UCRAYS website – UC Retirement Plan – Pension**
<https://retirementatyourservice.ucop.edu/UCRAYS/Account/LoginE>
- **Fidelity Investments – Voluntary Retirement Benefits**
<https://nb.fidelity.com/public/nb/default/home>



UCR Benefits Office

- Tina Rodriguez, Benefits Lead
- Ranada Palmer, Health Care Facilitator
- Contact us at benefits@ucr.edu if you need assistance with:
 - ‘Extensive’ explanation of your UC medical benefit options
 - Retirement questions, estimates, pension benefit initiation, retirement system access challenges
 - Escalated unresolved benefits matters
 - Benefit billing challenges, physician and pharmacy issues