

# UCSC BENEFITS

## UPDATE

UCSC Update #07-02-06

### REDESIGNED AT YOUR SERVICE DEBUTS

*At Your Service* (<http://atyourservice.ucop.edu/>) has a fresh look. The redesigned systemwide website for UC employee information about human resources and benefits has been launched with improved navigation and several new features including:

- A "[Total Compensation](#)" section with news, features on how real UC employees deal with their salary, benefits and retirement plan, and a tool that enables individuals to calculate the value of their total UC compensation.
- A new "[UC Living Well](#)" website with information about wellness programs and services at all locations.
- Quick links to the most-requested tools, publications and other web pages.

The redesigned site continues to provide access to your personal UC account and benefits information as well as all the information you need about the benefits of belonging as a UC employee or retiree. In addition, news is posted regularly so you won't miss important UC benefits updates.

An online tour of the redesigned site is also available and may be accessed through the "[Tour the New Site](#)" link.

### RETIREMENT AND SAVINGS PROGRAM PRESENTATIONS

The following presentations are free, however, space is limited so please call FITSCo at 800 642-7131 to enroll (Customer ID and PIN are not required).

#### Finding the Right Investment Strategy

*Thursday, February 15, 12:00 noon – 1:00 pm  
Bay Tree Conference Center Room D*

This workshop will help you understand some basic investment concepts and recognize the importance of saving and investing now for your retirement.

After this workshop you will:

- Understand asset allocation and diversification.
- Recognize the characteristics of the three asset classes.
- Identify your appropriate target asset mix based on your personal situation.
- Learn how and when you may need to adjust your mix going forward.

Presenter: Robin A. Smith, Associate Retirement Counselor, FITSCo

#### Enrolling in Your UC Retirement Savings Program

*Thursday, March 15, 12:00 noon – 1:00 pm  
Bay Tree Conference Center Room D*

The goal of this workshop is to help you start saving for your future by educating you on the benefits of the UC Retirement Savings Program. No previous knowledge is needed to benefit from this workshop.

By the end of this workshop, you will:

- Learn about the benefits of your Retirement Savings Program.
- Determine how much you may need in retirement.
- Learn about the Investment Options available in the program.
- Learn how to enroll in the plan.
- If you are already enrolled, are you on track?

Presenter: Robin A. Smith, Associate Retirement Counselor, FITSCo

### INFORMATION FOR UC EMPLOYEES REGARDING UC'S 2007 MEDICAL PLAN BID PROCESS

*Working to preserve quality health benefits while managing rising costs*

Healthcare costs nationwide continue to rise and employers everywhere, including UC, continue to face significant challenges in maintaining affordable

access to quality healthcare for employees. As a result, many public and private sector employers have had to cut benefits and significantly raise employee costs in order to deal with skyrocketing health insurance price increases.

Through careful management, UC has been able to avoid cuts in benefits. UC has also taken steps to help employees manage premium increases by continuing its salary-based approach to monthly premiums which, among other things, means lower-paid workers pay lower monthly premiums and continue to have access to quality health insurance for themselves and their families.

Throughout 2007, UC will be exploring a variety of options to help the university preserve quality health benefits for employees while managing rising costs, including:

- **Consolidating the number of general medical plan providers, while still maintaining the benefits options available to employees.** UC is committed to offering employees a choice of medical plans that meet their needs and those of their families. UC will be exploring the possibility of accomplishing this goal with a more select group of providers in order to better manage costs for both employees and the university.
- **Using specialty providers for specific benefits.** One of the options UC will be exploring is the possibility of using specialty providers for certain types of benefits and services, such as pharmacy benefits and behavioral health care. One of the main potential advantages of using specialty providers is that they may offer the same, if not better, products and services to employees at more favorable prices and with greater administrative ease.
- **A continued focus on employee well-being.** In addition to continuing its salary-based approach to monthly premiums, which means lower-paid workers pay lower monthly premiums for access to quality health insurance for themselves and their families, in 2007 UC will also be launching a new “wellness pilot program” that will provide new resources to employees to help them become more informed about and involved in managing their own health.

The goal of exploring different options is to see if UC can better utilize its purchasing power as a big consumer, to get better pricing while maintaining—if not improving—healthcare products and services for employees.

Throughout this process, UC will be guided by its core principles regarding employee health benefits: maintaining access, quality, sustainability and choice.

Starting in February, UC will be discussing these ideas with existing providers and potential new specialty providers. UC will also continue to meet with various internal stakeholders on these issues, including faculty, HR offices, the Regents, and unions. UC will keep employees informed of progress in this area.