Outstanding benefits are among the many rewards of working for UC. We offer a full range of health and retirement savings plans, including a generous pension plan. UC's benefits are recognized as being among the best available, representing as much as 40 percent of your total annual compensation depending on your type of appointment. Benefits are also fully portable within the UC system.

HEALTH CARE
- Medical plans: choose from among several plans to tailor your medical care protection to the needs of you and your family
- Dental plans
- Vision plan

DISABILITY INSURANCE
- UC-paid basic disability insurance: limited employer-paid temporary disability coverage
- Optional employee-paid supplemental disability insurance: provides expanded protection during pregnancy, extended disability or injury

LIFE AND ACCIDENT INSURANCE
- UC-paid basic life insurance
- Optional employee-paid supplemental life insurance
- Additional life and accident insurance for yourself and family members
- UC-paid business travel accident insurance

TAX-SAVINGS PROGRAMS
- Health flexible spending account
- Dependent care flexible spending account
- Pre-tax payroll deductions for monthly medical plan premiums
- UC Retirement Savings Program

OTHER PLANS AND PROGRAMS
- Employee-paid legal plan
- Auto, homeowner and renter insurance
- ScholarShare: California 529 Plan to establish a college savings trust by payroll deduction

LEAVE PROVISIONS
- 13 paid holidays per year
- Sick leave
- 15 to 24 vacation days per year, based on years of service
- Baby-bonding leave
- Paid military leave
- Other paid and unpaid leaves (Eligibility for some leaves depends on appointment type)

LOCAL PRIVILEGES, SERVICES AND PROGRAMS
- Recreations, sports and fitness centers
- Free or discounted admission to cultural and athletic events
- Library and bookstore privileges
- Computer center privileges
- Housing and rental assistance
- Credit unions
- Parking and transportation services
- Childcare and early childhood education programs

UC RETIREMENT PLAN
- Lifetime monthly retirement income
- The option to provide survivor income
- Disability income: pre-retirement monthly income for eligible members who become totally and permanently disabled
- You may be eligible to continue your UC-sponsored medical, dental, vision and legal coverage when you retire, with UC paying a portion of the monthly premium for medical and dental coverage, depending on your qualifications and plan.

THE UC RETIREMENT SAVINGS PROGRAM
You can add to your retirement security while taking advantage of deferred taxes by participating in the Retirement Savings Program. The Program comprises three plans to which you can contribute:
- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Defined Contribution (DC) Plan
You can choose to invest in a diverse selection of UC-monitored fund options as well as other non-UC monitored investments and mutual funds. You may contribute to either the 403(b) or the 457(b) Plan, or both at the same time. Each plan has the same annual maximum contribution limit, but they are separate plans—you can double the amount of your annual tax-deferred contributions by participating in both. The DC Plan is available for after-tax contributions.

RESOURCES
- UC employee website: atyourservice.ucop.edu
- Medical Plan Chooser: atyourservice.ucop.edu/
- Disability and Life Insurance Calculator: atyourservice.ucop.edu/applications/insurance_premium_est/index.php
- Total Compensation Calculator: atyourservice.ucop.edu/applications/total_comp/index.php
- Personnel Policies for Staff Members: atyourservice.ucop.edu/employees/policies/employee_labor_relations/personnel_policies/index.html
- Collective Bargaining Agreements: atyourservice.ucop.edu/employees/policies/employee_labor_relations/collective_bargaining_agreements.html

UC is committed to providing a healthy and safe tobacco-free environment for faculty, staff, students and visitors. All campuses and medical centers are tobacco free.
People are what make UC great. UC strives to take good care of its employees and their families with good benefits, a stimulating and supportive work environment, and opportunities for professional growth and advancement.

Benefits of Belonging:
Working at UC means helping to shape the quality of life for people throughout California and around the world. No other university does as much for so many.