TO: School of Medicine Benefits Eligible and/or Compensation Plan Faculty
FROM: Office of Academic Personnel
RE: Benefits Informational Summary

Introduction
The purpose of this memorandum is to educate members of the compensation plan on the basic benefits, procedures, and resources available to you as UC Davis School of Medicine faculty. This document is only a summary and not a complete description of your benefits. Please refer to the contact information provided below for additional information.

General Benefits Summary
For a complete description of health, welfare, and retirement benefits available to University of California employees, please refer to the University of California At Your Service website available at the following link: http://atyourservice.ucop.edu/index.html.

UC employees are available for full benefits if they have an appointment for at least three months at 100% time, a year-long appointment for at least 50% time, or an appointment with an indefinite end date for at least 50% time. A Period of Initial Eligibility (PIE) begins on the employee’s first day of work or the date on which an employee first becomes eligible for benefits. This PIE typically lasts 31 days. The employee is required to enroll in benefits plans during this 31 day period. Employees are also eligible to make changes to certain benefits enrollments during open enrollment and during qualifying life changes (birth of a child, spouse loses coverage, etc).

Employees can complete benefits enrollment online at the website referenced above or via paper forms that are available through departments or through the UCDMC and/or main campus benefits office.

Disability Services

Disability Management Services provides services to faculty and staff with disabilities. This program provides assistance with all aspects of disability management, Americans with Disabilities Act compliance, and reasonable accommodations, whether work-related or non-industrial.

Disability Management Services provides services to retain faculty and staff with illness or disabilities when their work is impacted by a medical condition. It provides early intervention to faculty and staff who have been injured industrially and provides mandated vocational rehabilitation services to qualified injured workers.

Consultation regarding disability issues is available through Disability Management Services: http://www.hr.ucdavis.edu/Health_Services/Disability_Management.
Disability Benefits Summary

Faculty members are encouraged to elect a 180 day waiting period when selecting benefits options upon becoming eligible. This waiting period matches the School of Medicine commitment of 180 days salary at the start of a disability and covers the faculty member until the Liberty Mutual Supplemental Disability (if enrolled) takes effect. For faculty who select the recommended 180 day waiting period, salary continuation will adhere to the following timeline following the onset of disability:

**First 90 Days:** University policy provides each compensation plan faculty member with 90 days of 100% pay (all pay components). For exact language, please refer to the benefits section located near the end of each departmental compensation plan. This salary is taxable.

**90 – 180 Days:** University policy guarantees full pay of the X salary portion (base only) for this time period. This base pay is taxable because it does not derive from an employee paid policy. For exact language, please refer to the benefits section located near the end of each departmental compensation plan.

Additionally, a university purchased long-term disability policy through CIGNA covers 60% of Y up to $7,500 monthly. This benefit can extend to age 65 if the faculty member remains eligible under the plan’s definition of disability. This income is taxable because the university covers all premiums associated with the plan.

**180 Days +:** If a faculty member has selected the Supplemental Disability Liberty Mutual policy with a 180 day waiting period, after those 180 days 70% of X salary is covered for one year up to $10,000 per month. After one year, 50% of X salary is covered up to $10,000 per month until age 65 so long as the faculty member meets the plan definition for disabled status. Benefits received under the Liberty Mutual Supplemental Disability policy are taxed up to $800 per month for the first six months, and thereafter is tax free.

Contact Information

- General Benefits -
  UC Davis Employee Benefits Office: (530) 752-1774
  UCDMC Employee Benefits: (916) 734-8099,
  http://www.ucdmc.ucdavis.edu/hr/hrdepts/benefits/
  http://atyourservice.ucop.edu/index.html

- Retirement Benefits –
  UC Davis Employee Benefits: (530) 752-1774, http://www.hr.ucdavis.edu/benefits
  http://atyourservice.ucop.edu/index.html
- Disability Benefits –
  Terri Garcia (CIGNA representative): (530) 752-9195, tigarcia@ucdavis.edu
  Campus Disability Management Services: (530) 752-6008
  UCDMC Disability Management Services: (916) 734-8191
  UC Davis Employee Benefits (Liberty Mutual Plan Contact): (530) 752-1774,
  http://www.hr.ucdavis.edu/benefits