The Four Pieces of UC Retirement

UCRP Pension Plan

The University of California's Retirement Plan (UCRP) is a defined benefit plan. The plan pays a specified pension amount which is predetermined by a formula based on the employee's highest average monthly salary compensation (HAPC), years of UCRP service credit, and age of the employee at retirement.

The University of California (UC) contributes to the UCRP retirement plan. Currently, most employees make a mandatory pretax contribution as well.

To be eligible to retire, UC Berkeley employees must:

1. Be at least age 50 on their retirement date (if hired prior to July 1, 2013), or be at least 55 on their retirement date (if hired on or after July 1, 2013) AND
2. Have at least five years of UCRP service credit

Basic retirement income is calculated according to the following formula (see additional details on back):

1. Age factor times service credit = benefit %
2. Benefit % times HAPC = monthly benefit

Retirement Savings Accounts
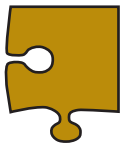
In addition to the pension plan, UC offers retirement savings accounts to employees. Many employees make voluntary pretax contributions to the 403(b) Plan and/or the 457(b) Plan. Also available is a tax-deferred Defined Contribution (DC) Plan, to which certain employees are required to pay (primarily part-time, temporary, and seasonal employees, and some academic appointees), and an after-tax DC Plan to which employees can make voluntary contributions.
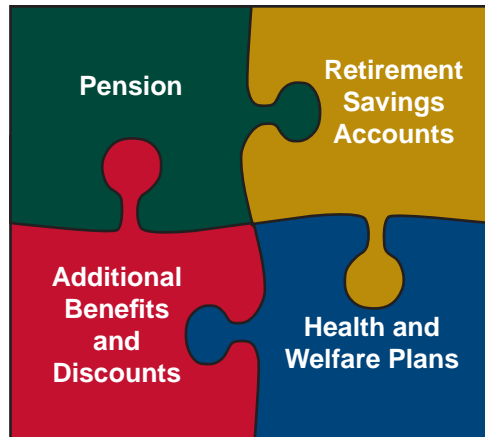
Future income from these plans is based solely on the amount of money contributed plus any earnings. Fidelity Retirement Services administers UC's retirement savings accounts. Class schedules, information and employee account balances can be found at UC's Fidelity website at https://www.myucretirement.com/.

Health/Welfare Plans

UC currently offers continuation of medical, dental, vision, and legal insurance to eligible UCRP members who elect to receive monthly UCRP retirement income. These are not accrued or vested benefit entitlements. UC's contribution is determined annually and may change or stop altogether.

Eligibility for retiree health benefits varies by the employee's date of hire:

1. Employees who originally joined UCRP prior to 1990 are generally not subject to graduated eligibility and qualify for 100% of the UC contribution.

2. Employees who joined UCRP in or after 1990 but before July 1, 2013 (and Safety employees hired on or after July 1, 2013) are subject to the graduated eligibility rules outlined in the 1976 Tier Summary Plan (see link below). Employees in this tier must have 10 years of service credit and be at least 50 years old to receive a contribution toward retiree health benefits.

3. Employees who joined UCRP in or after July 1, 2013 are subject to the graduated eligibility rules outlined in the 2013 Tier Plan. Employees in this tier must have 10 years of service credit and be at least 56 years old to receive a contribution toward retiree health benefits.

Additional Benefits and Discounts

UC Berkeley retirees are eligible for a variety of services, including free educational seminars, the option to get or keep an @berkeley.edu e-mail address, retiree parking, priority leasing at Belmont Village, Albany (opening Spring 2017), a Retiree ID & more.

Retiree ID cards allow retirees to access popular campus programs such as a UCB Library Card, discounted membership to the Rec Sports Facility, discounted tickets at Cal Performances and Cal Athletics, and more. See a complete list of services online: http://retirement.berkeley.edu/services

It is Never too Early to Start Planning for Retirement

For additional information about retirement planning, visit the UC Berkeley Retirement Center's Pre-Retirement Planning website at http://retirement.berkeley.edu/prp or contact UCBRC at prp@berkeley.edu or (510) 642-5461.

For additional information about the retiree benefits, please visit the following links:
- UC Retirement Plan 1976 Tier Summary Plan Description:
  http://ucnet.universityofcalifornia.edu/forms/pdf/ucrp-1976-tier-summary-plan-description.pdf
- 2015: A Complete Guide to Your UC Retirement Benefits (2013 Tier):
  http://ucnet.universityofcalifornia.edu/forms/pdf/complete-retirement-benefits-guide-for-employees.pdf

This fact sheet developed by the

UC DAVIS RETIREE CENTER

Thank you!

HOW RETIREMENT INCOME IS CALCULATED

UC Retirement Plan (UCRP) benefits calculations have changed for employees who become eligible to participate after July 1, 2013. A member who first became eligible to participate before July 1, 2013, will accrue benefits in the 1976 Tier. Those hired on or after July 1, 2013, will accrue benefits in the 2013 Tier. In the chart below, the 1976 Tier is shown in green and the 2013 Tier is shown in salmon. A member who began accruing benefits before July 1, 2013 and who has a break in service and later returns to eligible UC employment on or after July 1, 2013, will accrue additional service under the 2013 Tier. To calculate basic retirement income:

1. **Calculate the benefit percentage (not to exceed 100%):**

   Service credit x age factor*

   * The age factor is based on your age in years and months on the date of your retirement

   Examples at 2.5% (1976 Tier age 60; 2013 Tier age 65):
   20 years x .0250 = 50.0% (benefit percentage)
   30 years x .0250 = 75.0% (benefit percentage)
   40 years x .0250 = 100.0% (benefit percentage)

   Examples at 1.1% (1976 tier age 50; 2013 Tier age 55):
   20 years x .0110 = 22.0% (benefit percentage)
   30 years x .0110 = 33.0% (benefit percentage)
   40 years x .0110 = 44.0% (benefit percentage)

2. **Multiply the benefit percentage by your highest average plan compensation or HAPC*.**

   * HAPC is your average monthly salary (full-time equivalent compensation) calculated over the highest 36 continuous months preceding retirement (not necessarily the last 36 months).

   For members with Social Security, HAPC is reduced by $133 to account for UC's Social Security contributions.

   Example: Your benefit percentage is 50.0 percent. The HAPC is $4,133.

   50.0% of ($4,133 – $133 = $4,000) = $2,000

   Your basic retirement income is $2,000 per month.

Age Factor	.0110	.0124	.0138	.0152	.0166	.0180	.0194	.0208	.0222	.0236	.0250
1976 Tier Retirement Age	50	51	52	53	54	55	56	57	58	59	60
2013 Tier Retirement Age	55	56	57	58	59	60	61	62	63	64	65
Years of Service Credit	Retirement Benefit Percentage										
5	.0550	.0620	.0690	.0760	.0830	.0900	.0970	.1040	.1110	.1180	.1250
10	.1100	.1240	.1380	.1520	.1660	.1800	.1940	.2080	.2220	.2360	.2500
15	.1650	.1860	.2070	.2280	.2490	.2700	.2910	.3120	.3330	.3540	.3750
20	.2200	.2480	.2760	.3040	.3320	.3600	.3880	.4160	.4440	.4720	.5000
21	.2310	.2604	.2898	.3192	.3486	.3780	.4074	.4368	.4662	.4956	.5250
22	.2420	.2728	.3036	.3344	.3652	.3960	.4268	.4576	.4884	.5192	.5500
23	.2530	.2852	.3174	.3496	.3818	.4140	.4462	.4784	.5106	.5428	.5750
24	.2640	.2976	.3312	.3648	.3984	.4320	.4656	.4992	.5328	.5664	.6000
25	.2750	.3100	.3450	.3800	.4150	.4500	.4850	.5200	.5550	.5900	.6250
26	.2860	.3224	.3588	.3952	.4316	.4680	.5044	.5408	.5772	.6136	.6500
27	.2970	.3348	.3726	.4104	.4482	.4860	.5238	.5616	.5994	.6372	.6750
28	.3080	.3472	.3864	.4256	.4648	.5040	.5432	.5824	.6216	.6608	.7000
29	.3190	.3596	.4002	.4408	.4814	.5220	.5626	.6032	.6438	.6844	.7250
30	.3300	.3720	.4140	.4560	.4980	.5400	.5820	.6240	.6660	.7080	.7500
31	.3410	.3844	.4278	.4712	.5146	.5580	.6014	.6448	.6882	.7316	.7750
32	.3520	.3968	.4416	.4864	.5312	.5760	.6208	.6656	.7104	.7552	.8000
33	.3630	.4092	.4554	.5016	.5478	.5940	.6402	.6864	.7326	.7788	.8250
34	.3740	.4216	.4692	.5168	.5644	.6120	.6596	.7072	.7548	.8024	.8500
35	.3850	.4340	.4830	.5320	.5810	.6300	.6790	.7280	.7770	.8260	.8750
36	.3960	.4464	.4968	.5472	.5976	.6480	.6984	.7488	.7992	.8496	.9000
37	.4070	.4588	.5106	.5624	.6142	.6660	.7178	.7696	.8214	.8732	.9250
38	.4180	.4712	.5244	.5776	.6308	.6840	.7372	.7904	.8436	.8968	.9500
39	.4290	.4836	.5382	.5928	.6474	.7020	.7566	.8112	.8658	.9204	.9750
40	.4400	.4960	.5520	.6080	.6640	.7200	.7760	.8320	.8880	.9440	1.0000