

MINUTES OF THE 2/13/01 JOINT BENEFITS COMMITTEE (JBC) MEETING

Participants: Members: Ad Brugger, Julian Feldman, Mo Greenfield, Adrian Harris, Bill Klein, Gene Lee and Shelly Messinger; CUCRA Chair: Hugh Pates.

The **proposed CUCEA-CUCRA sponsored Senior Health Care Symposium** was discussed, with the following conclusions reached:

Co Sponsorship - w med school ?

Who we are trying to reach: OP leaders; Sacramento supporters; some key Regents; and our own people---emeriti and retirees.

When: September or October 2001 or next spring.

Sponsorship: CUCEA, CUCRA and perhaps a medical school, the Health Science Provost from UCLA, the Health Care Task Force or UCFWC, and/or Judy Boyette. (Judy indicated a willingness to provide some funding.)

Julian will work with Shelly and Adrian to develop an agenda, which will also be used to get others to buy into sponsorship.

Gene Lee suggested a review of the winter edition of Perspective from PERS for some good ideas for the symposium.

Regarding the **newly distributed IRS Rules governing the mandatory distribution of tax deferred funds for people reaching 70-1/2**, we offer thanks to Judy Ackerhalt for her earlier efforts on our behalf, and urge that every effort be made to implement these new IRS Rules this year.

Discussion of some **problems related to the Open Enrollment package and the inability of OP people present at Campus Open Enrollment Fairs to respond promptly and accurately to questions raised**, would hopefully be resolved, if such documents are provided to CUCEA and CUCRA representatives for review prior to publication and distribution. This was promised by OP representatives at the meeting with Judy Boyette and her staff following the last CUCEA meeting at Berkeley. **A reminder may be necessary. OP should also be encouraged to assure that their experts are available at each Campus Open Enrollment Fair.**

The JBC agreed with Ad's suggestion that **CUCEA and CUCRA drop the idea of specific involvement in Sacramento** on behalf of the University budget. We are not labor organizations, and should not look like labor unions, because it would limit our activities as a formal part of the University family.

The changes made in the UCRS Advisory Board Manual together with letters to the Chairs of CUCEA and CUCRA about continuing **participation in meetings of the Board** resolve the formerly raised issue.

With respect to a **COLA guarantee**, the JBC recommends that we forgo any formal action at this time but continue our dialogue regarding maintenance of purchasing power with Judy Boyette. Judy and Senior Vice President Joseph Mullinix have

Educate about #10th case seniors specialists etc.

*Fall 01
Spring 02*

recently secured ad hoc COLAs for everyone who had fallen below 85% of original purchasing power and outlined for The Regents, future studies and recommendations regarding potential benefit improvements including long-term ad hoc COLA adjustments.

Regarding the Health Care Facilitator program, Julian reported that permanent funding would be approved for all University sites to be phased in over time. Besides the original programs at Berkeley and Irvine, and those added at Santa Barbara and Santa Cruz this year, the phase in will include UCLA, San Diego and Davis beginning next year. **Adrian will speak with Lubbe about the possibility of pre-recruiting for the new positions**, prior to July 1, 2001, so that the new programs can get a running start when funding is available. He will also talk about the possible free distribution of the Berkeley Wellness Letter to everyone who wants it.

The PERS-VERIP trust fund is now overfunded by 126%, as of July 1, 2000, up from 89% a year earlier. The Regental desire to provide "generally comparable" programs for UCRS and PERS members, but the actual lack of COLAs for the incentive, because of an original concern about the higher costs of such a provision, can now be corrected. **Adrian will again discuss this matter with Lubbe, and determine if another letter is needed.**

Meetings with OP staff and the Chairs of CUCEA, CUCRA and the JBC are still not systematized. **Judy Boyette should be asked by the Chairs of CUCEA and CUCRA to establish at least one meeting per year at Berkeley, at their convenience, perhaps tied in with other meeting dates.** It was also suggested that if CUCEA and CUCRA held one meeting annually in Berkeley, it would make it more likely that Judy and her top staff would participate at least in part of these meetings.

Regarding health care costs and funding, the JBC continues to believe that annuitants should be treated differently than active employees, because their needs are different, funding from Sacramento and Medicare provide differences, and there are annuitants who retired some time ago for whom the current health care policies create a financial hardship. There was discussion about dealing with these hardships by setting a possible ceiling on co-payments for all employees and annuitants. This matter needs **further discussion with Judy Boyette and her staff**. Adrian will be working on identifying some good examples of individuals who are faced with extreme hardships in this regard.

Prepared by Adrian Harris, Chair
2/22/2001

Note: Topics are in bold and underlined; action items are in bold.

P.S.: A request from a member for JBC consideration of how to bring about reciprocity of benefits accruing to individuals who retire from one University location and who live near another University location, resulted in a recommendation that CUCEA and CUCRA representatives be asked to survey the currently provided benefits for emeriti and retirees, before the JBC discusses possible recommendations on how to deal with this issue.

University of California Retirement Plan (UCRP)—Benefit Percentages

Effective January 1, 2001

Note: The benefit percentage is shown as a multiplier on this table. This table does not apply to Safety or Tier Two members

AGE FACTOR:	.0110	.0124	.0138	.0152	.0166	.0180	.0194	.0208	.0222	.0236	.0250
RETIREMENT AGE:	50	51	52	53	54	55	56	57	58	59	60
YEARS OF SERVICE CREDIT											
5	.0550	.0620	.0690	.0760	.0830	.0900	.0970	.1040	.1110	.1180	.1250
6	.0660	.0744	.0828	.0912	.0996	.1080	.1164	.1248	.1332	.1416	.1500
7	.0770	.0868	.0966	.1064	.1162	.1260	.1358	.1456	.1554	.1652	.1750
8	.0880	.0992	.1104	.1216	.1328	.1440	.1552	.1664	.1776	.1888	.2000
9	.0990	.1116	.1242	.1368	.1494	.1620	.1746	.1872	.1998	.2124	.2250
10	.1100	.1240	.1380	.1520	.1660	.1800	.1940	.2080	.2220	.2360	.2500
11	.1210	.1364	.1518	.1672	.1826	.1980	.2134	.2288	.2442	.2596	.2750
12	.1320	.1488	.1656	.1824	.1992	.2160	.2328	.2496	.2664	.2832	.3000
13	.1430	.1612	.1794	.1976	.2158	.2340	.2522	.2704	.2886	.3068	.3250
14	.1540	.1736	.1932	.2128	.2324	.2520	.2716	.2912	.3108	.3304	.3500
15	.1650	.1860	.2070	.2280	.2490	.2700	.2910	.3120	.3330	.3540	.3750
16	.1760	.1984	.2208	.2432	.2656	.2880	.3104	.3328	.3552	.3776	.4000
17	.1870	.2108	.2346	.2584	.2822	.3060	.3298	.3536	.3774	.4012	.4250
18	.1980	.2232	.2484	.2736	.2988	.3240	.3492	.3744	.3996	.4248	.4500
19	.2090	.2356	.2622	.2888	.3154	.3420	.3686	.3952	.4218	.4484	.4750
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

Note: Actual basic retirement income may vary depending on additional months of age and/or an additional partial year of service credit, and any applicable offsets.