

**Academic  
Business Officer Group  
April 2007 Meeting**

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Executive Director  
Policy and Program Design  
Human Resources & Benefits

**The Fundamentals of  
Compensation**



*REGENTS TOTAL COMPENSATION PHILOSOPHY  
(RE-61, September 2005)*

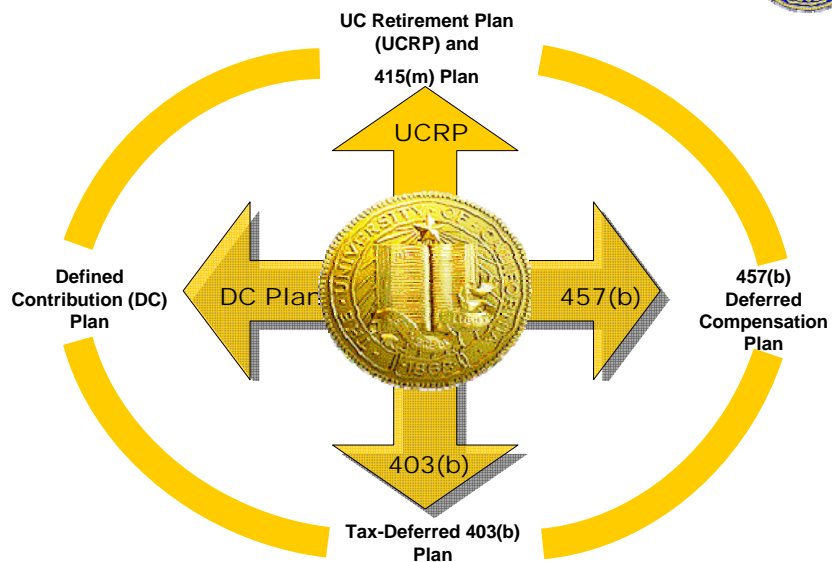
*The quality of our academic, management and staff personnel is essential to maintain the excellence of the University of California and its ability to contribute to the health and vitality of the State of California. Our strategy is to attract and retain the highest quality academic, managerial, and staff talent by offering competitive total remuneration.*

# Principles of the Retirement Benefit Project

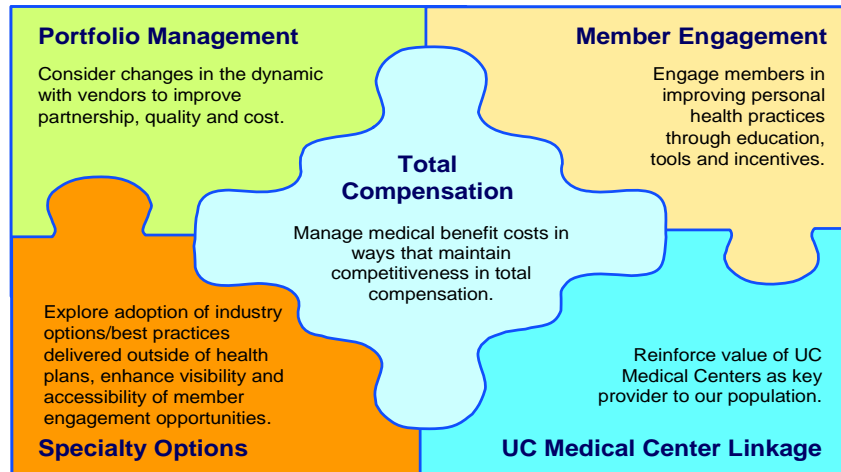


- Sustainability
- Affordability
- Competitiveness
- Consultation

# Components of UCRS



# Health and Welfare - Medical Program Integrated Strategy



# Medical Bid - 2007



## Current Model

- Group HMO (Kaiser)
- Network HMO (Health Net)
- Network HMO (PacifiCare)
- Network HMO (WHA - Regional)
- POS (Blue Cross)
- PPO (Blue Cross)
- HRA-PPO (Definity - Regional)
- Core Indemnity (Blue Cross)

## Balanced Model

- Group HMO (Kaiser)
- Network HMO (High/Low)
- Network HMO (WHA - Regional)
- POS &/or PPO
- HRA-PPO (System-wide)
- Core PPO

The University is committed to an approach consistent with its health benefits guiding principles:

- Access**
- Quality**
- Sustainability**
- Affordability**
- Choice**

# Medical Bid Process Timeline



## Timeline

2007			
1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
<u>Bid Strategy and Initiation</u> <ul style="list-style-type: none"> <li>Stakeholder input</li> <li>Initiate wellness pilot program</li> <li>Define strategy and options</li> <li>Prepare &amp; release Request-for-Proposal</li> <li>Initiate related UCMC discussions</li> </ul>	<u>Bid Review</u> <ul style="list-style-type: none"> <li>Screen proposals</li> <li>Select finalists</li> <li>Negotiate financial, operational considerations</li> <li>Conduct interviews and site visits</li> <li>Model plan/vendor scenarios</li> </ul>	<u>Decisions &amp; Implementation</u> <ul style="list-style-type: none"> <li>Program portfolio, vendor configuration decisions</li> <li>Complete financial, contractual negotiations</li> <li>Vendor selection, award of business</li> <li>Initiate new vendor implementation</li> <li>Initiate any UCMC integration targeted for 1/1/08</li> </ul>	<u>Implementation</u> <ul style="list-style-type: none"> <li><b>Open enrollment – November 1, 2007</b></li> <li>System testing</li> <li>Plan material production</li> <li><b>New plans effective January 1, 2008</b></li> </ul>
<p><b>Communications</b> Stakeholder consultation and input Member awareness, engagement &amp; preparation</p>			

# Retiree Health Trust



- GASB 45
  - Retiree liability
  - March Regents Item “F8”
- A trust to establish a payment conduit
  - Does not imply pre funding
  - Does not prejudice policy decisions
  - Does not alter existing benefits
  - Does not change eligibility to benefits

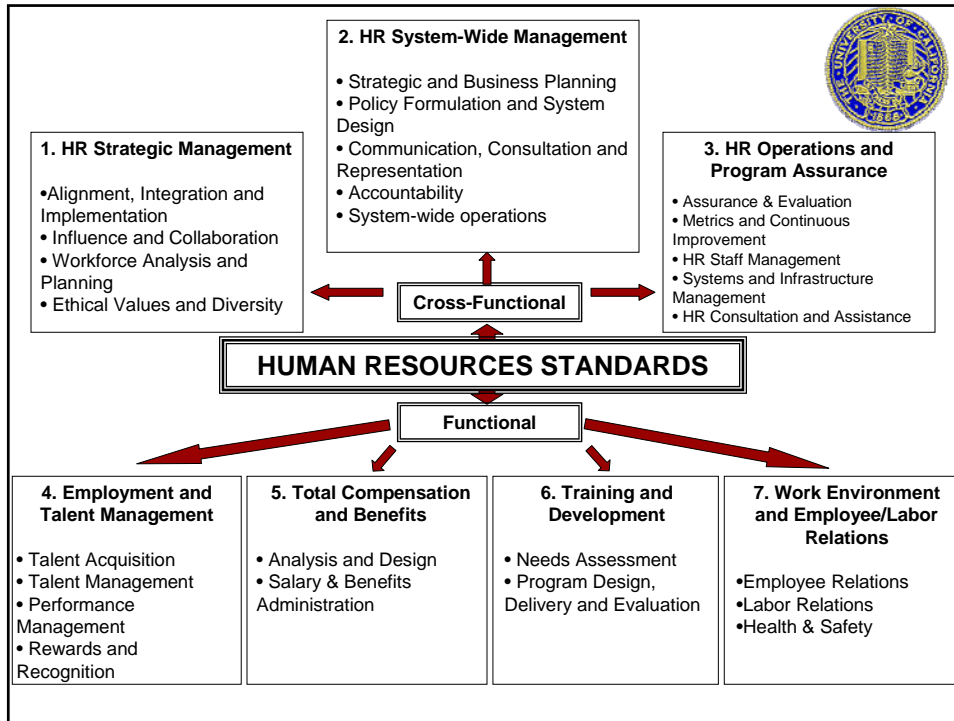

# Staff Recognition & Development Program 2006-2007



- **Purpose** (in accordance with PPSM 34):
  - Excellence in service
  - Significant achievements
  - Outstanding performance
  - Professional development
- **Eligibility** – non represented employees
- **Cash Awards** – non base building lump sum
- **Funding** – payroll assessment, may be locally supplemented
- **Reporting Requirements** – October 2007

# Human Resources Policy Key Initiative



## Policy Review Project

- Requested by Regents in May 2006
  - Clarify governance
  - Develop policy framework
  - Review all compensation policies, start with SMG
  - Develop mechanisms for policy implementation, monitoring, reporting, disclosure, compliance, assessment and enforcement
- Target completion December 2007

## UCRS Board Election Campaign



- Election to fill 2 board vacancies
  - 4-year terms
  - may not be a member of the Academic Senate
- Nomination period closes, May 4<sup>th</sup>
- On-line voting period, May 29<sup>th</sup> – June 22, 2007
- Dedicated *At Your Service* web site  
[http://atyourservice.ucop.edu/ucrs\\_election/](http://atyourservice.ucop.edu/ucrs_election/)



**Questions ?**