

The Four Pieces of UCLA Retirement

UCRP Pension Plan



The University of California 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 plan 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, UCLA 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

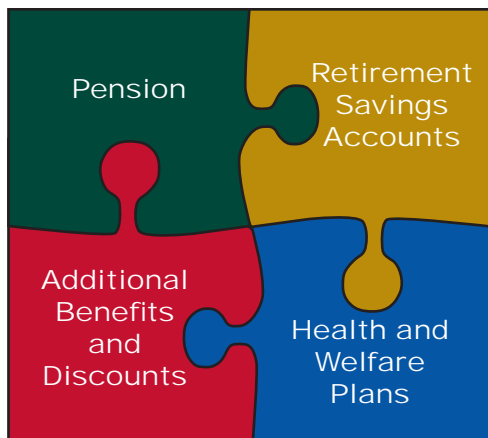
Basic retirement income is calculated according to the following formula (see additional details on back):

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

Retirement Savings Accounts



In addition to the pension plan, UC offers several retirement savings account options, overseen by Fidelity Retirement Services. Employees can make voluntary pretax contributions to a 403(b) and/or the 457(b) plan or after-tax contributions to a Defined Contribution (DC) plan. Certain employees (primarily part-time, temporary and seasonal employees as well as some academic appointees) are required to make contributions to a tax-deferred DC plan. Fidelity offers a variety of resources, including classes, webinars and in-person or telephone consultations. Information is available at UC's Fidelity website at <https://myucrretirement.com>.



Health/Welfare Plans

UC currently offers 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 varies by the date the employee joined UCRP:



1. Those who joined prior to 1990 generally qualify for 100% of the UC contribution toward premiums..
2. Those who joined UCRP on or after January 1, 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 Plan. Employees in this tier must have at least 10 years of service credit and must be at least 50 years old to be eligible for retiree health benefits.
3. Those who joined UCRP on 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. Represented employees should refer to their contracts for eligibility rules.

Additional Privileges



UCLA retirees are eligible for a variety of additional privileges and discounts, including discounted parking, departmental email continuation for emeriti, BruinOnline email continuation for staff, and a retiree or emeriti BruinCard which acts as a library card and provides discounts at a variety of campus venues, including Campus Recreation, Athletics, University Extension classes and performing arts events.

The UCLA Emeriti/Retirees Relations Center

The UCLA Emeriti/Retirees Relations Center (ERRC) serves as the connecting link between UCLA and its retired staff and faculty. The ERRC offers retiree services, including facilitation of retiree parking and BruinCards, e-newsletters, educational workshops and complimentary notary services for retirees. Visit the ERRC website at <http://errc.ucla.edu>.

Additional UC retirement information can be found at <http://ucnet.universityofcalifornia.edu>.

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HOW UC REIREMENT INCOME IS CALCULATED

This information applies to most employees in the 1976 tier and the 2013 tier. Safety employees and those in the 2016 tier should visit <http://atyourservice.ucop.edu> for retirement information. 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 and should contact (800)888-8267 to request a retirement estimate. 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 HAPC*.

* Highest Average Plan Compensation or 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