

Approved

COMMITTEE ON FINANCE  
COMMITTEE ON COMPENSATION  
February 5, 2009

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **PROPOSED REINSTATEMENT OF CONTRIBUTIONS TO THE UNIVERSITY OF CALIFORNIA RETIREMENT PLAN AND ASSOCIATED AMENDMENT OF THE DEFINED CONTRIBUTION PLAN**

The Committee on Finance and the Committee on Compensation recommend that:

A. University contributions and member contributions be reinstated effective on or about April 15, 2010 as follows:

- (1) The University contribution rate for the fourth quarter of Plan Year 2009-2010 (starting on or about April 15, 2010) and for Plan Year 2010-2011 be as shown below:

Member Class	Number of Members July 1, 2008	University Contribution Rate on Covered Compensation	
		Fourth Quarter of Plan Year 2009- 2010*	Plan Year 2010-2011
Coordinated with Social Security	111,254	4%	TBD**
Noncoordinated	2,556	4%	TBD**
Safety	411	4%	TBD**
Tier Two	21	2%	TBD**

\* Starting on or about April 15, 2010

\*\*The University contribution rate for Plan Year 2010-2011 will be at least 4 percent and may be higher as decisions are made about moving towards the entire recommended total contribution rate.

- (2) The member contribution rates for the fourth quarter of Plan Year 2009-2010 (starting on or about April 15, 2010) and for Plan Year 2010-2011 be as shown below, subject to collective bargaining, if applicable, for represented members. These are the same as the current rates for member contributions that are being redirected to the DC Plan.

Member Class	Member Contribution Rate on Covered Compensation for the Fourth Quarter of Plan Year 2009-2010* and for Plan Year 2010-2011
Coordinated with Social Security	2% up to Social Security wage base, then 4% over Social Security wage base, minus \$19/month
Noncoordinated	3% minus \$19/month
Safety	3% minus \$19/month
Tier Two	None

\*Starting on or about April 15, 2010

- B. The current redirection of member contributions to the DC Plan be terminated effective on or about April 15, 2010, subject to collective bargaining, if applicable, for represented members.
- C. The University contributions and the member contributions for the Lawrence Berkeley National Laboratory (LBNL) segment of UCRP be made on the same basis as determined for the non-laboratory segment of UCRP (i.e., campuses, medical centers and Hastings College of the Law), effective on or about April 15, 2010, subject to the terms of the University's contract with the Department of Energy and subject to collective bargaining, if applicable, for represented members at LBNL.
- D. For members participating in the Staff and Academic Reduction in Time (START) Program at any time between April 15, 2010 and June 30, 2010, the applicable University fund source be assessed and be liable for the additional amount of University contributions and member contributions that would have been contributed by and on the behalf of such members had such members not participated in the START program, in accordance with Regental approval of the START program.
- E. UCRP be amended effective April 15, 2010 to allow members who are not vested in their basic retirement benefit to leave their contributions on deposit with the Plan following a break in service.
- F. Authority be delegated to the Plan Administrator to amend UCRP and the DC Plan as necessary to implement these changes.