



HUMAN RESOURCES AND BENEFITS

300 LAKESIDE DRIVE, 5<sup>TH</sup> FLOOR  
OAKLAND, CALIFORNIA 94612-3556

April 26, 2006

To: Chief Human Resources Officers, Academic Personnel Directors and Benefits Managers

Re: **Reinstatement of UCRP Contributions**

Dear Colleagues,

Following the Regents approval in March of an updated funding policy for the UC Retirement Plan (UCRP), there has been widespread misinterpretation of the Regents action on the part of designated representatives of certain employee groups. In some cases, statements have been circulated that are not true. I'd like to take this opportunity to clearly state what the Regents action means to employees.

**Active employees will not be asked to make 16 percent contributions to UCRP, nor is there any action under consideration to reduce employee pay by 8 percent in July 2007. The Regents adopted the concept of a multi-year contribution strategy under which contributions from employees and the University will be shared and will increase gradually over time. The intent of the Regents action is to begin contributions at a low level to minimize the impact on employee take-home pay and on the University's operating budgets.**

The specific levels of employee and University contributions have not yet been decided by the Regents. The reinstatement of contributions to the UCRP is subject to the budget process and the collective bargaining process for represented employees.

Please circulate this message broadly. We encourage you to continue to refer employees to the Future of the UC Retirement Plan Website. We will continue to update that site with additional Qs&As and announcements ([www.universityofcalifornia.edu/news/ucrpfuture](http://www.universityofcalifornia.edu/news/ucrpfuture)), and we are committed to continue working with your offices to provide the information and support you need to communicate with your constituents about these important issues.

Sincerely,

Randy Scott  
Executive Director  
HR/Benefits Policy and Program Design

cc: Vice Chancellors—Administration  
SVP Darling  
AVP Boyette  
AVP Switkes  
Executive Director Pripas  
Director Schlimgen