

UPDATE ON RETIREMENT BENEFITS

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UCSD Faculty Retirement Liaison

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Caveat emptor: this information is believed to be accurate and is not a formal document approved by UCOP or the Academic Senate

Two questions about retirement

Will I have enough money?



Pension
Savings
Health insurance

Who am I?



Do I have an identity other than being a prof? What is my self worth? Worth to my family? Do I want to do anything else?

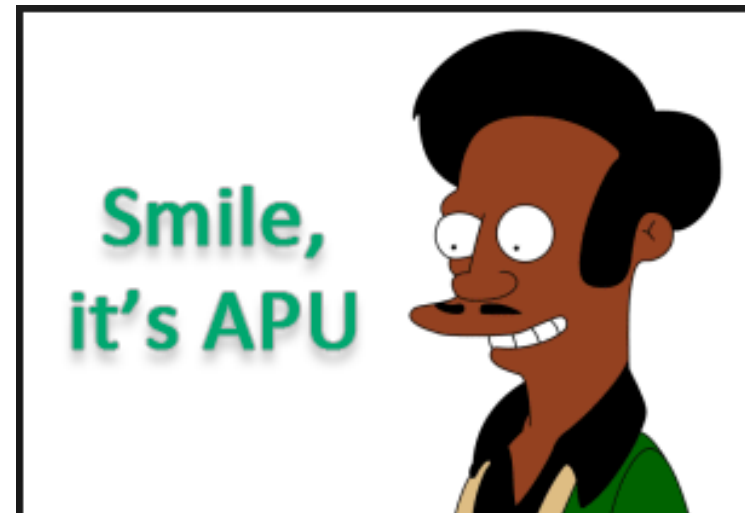
Don't listen to ANY of this if you:

- a. plan on living forever
- b. trust the state of California to decide what you want
- c. don't care what happens after you die
- d. do not particularly care for your spouse or children
- e. are independently wealthy
- f. know that your interests and those of the university and your department are perfectly aligned



The quiz

1. Do you have a will, trust, advanced health directive?
2. For health sciences: do you know your APU? (not the Simpsons!)
3. Are you saving in your 403b?
4. Do you check UCRAYS yearly for accuracy?
5. Do you have long-term disability?
6. Extra credit: do you know the difference between a DB & a DC?



APUs are not free!

Mistakes I have seen

- Not updating BOTH beneficiary documents (UCRS + Fidelity)
- Not reviewing investment allocations in 403b
- Not discussing “what to do if” with partner
- Not correcting errors in service years when they occur
- Not deciding - - paralysis of ambivalence & anxiety
- Not registering your domestic partner with UC Retirement Plan
- Delaying until you are too frail

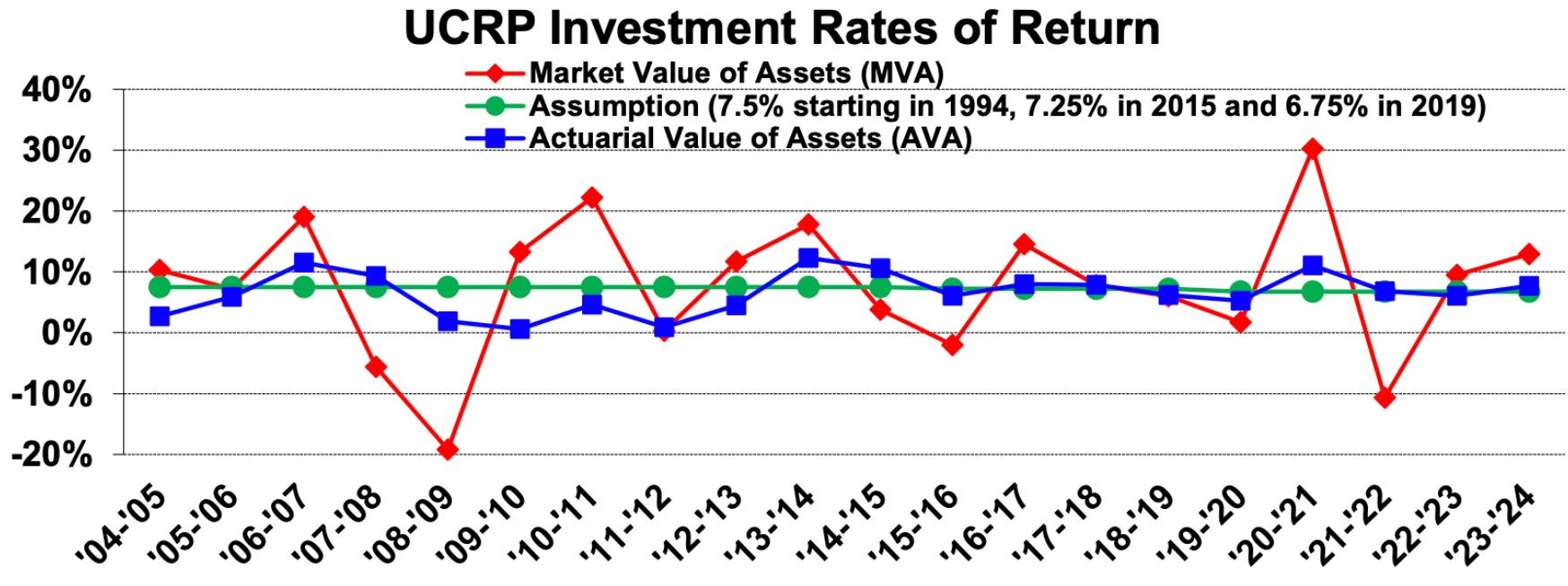


Outline

- Pension(s)
- Saving options
- Disability
- Qualified Lifetime Annuity Contract (QLAC)
- Pathways to Retirement program
- Retirement health benefit
- Recall or Return to Active Duty (RTAD)
- Post-retirement engagement

Pension Performance, part 1

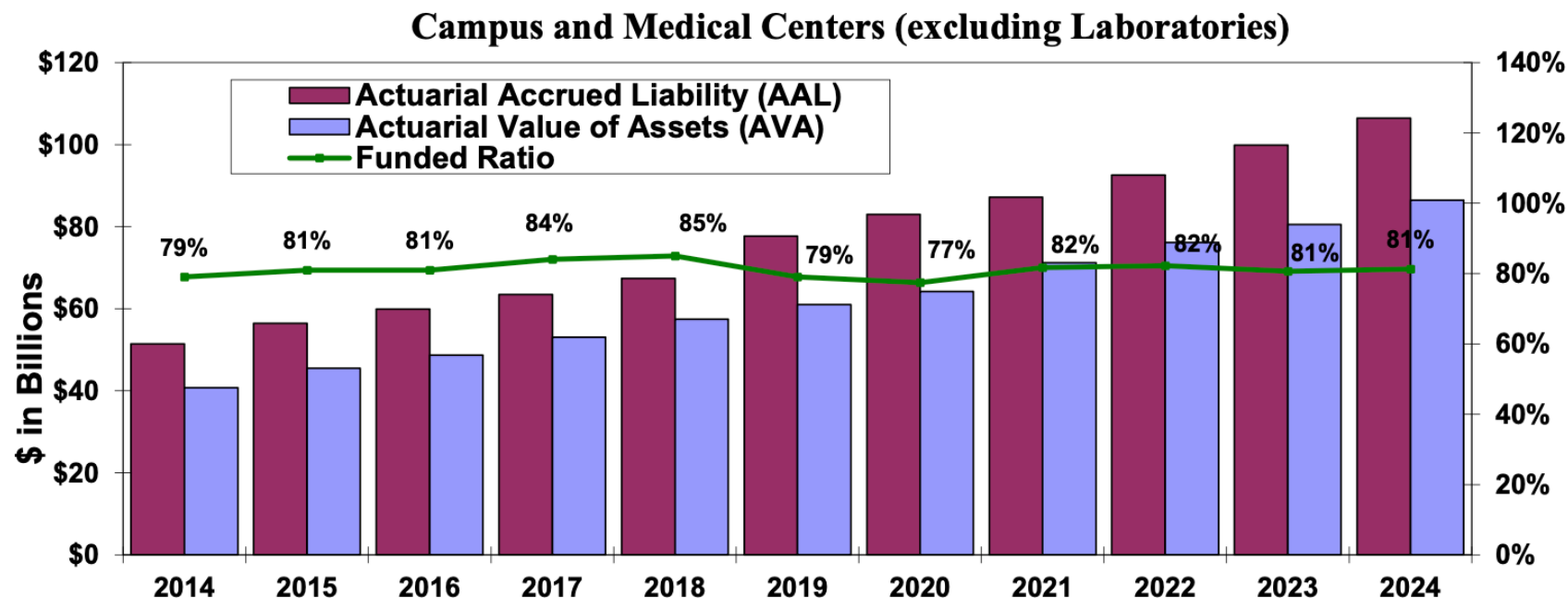
as of 6/30/24⁺



⁺from Regents' Finance and Capital Strategies Committee, November 13, 2024

Pension Performance, part 2

as of 6/30/24*



Update: 12/31/24 Actuarial Value of Assets, funded ratio 85%,

UCRS Advisory Board 2/28/25

*from from Regents' Finance and Capital Strategies Committee, November 13, 2024

One retirement system and many tiers (based on hire date)

- 1976 tier
 - Hired before 7/1/94
 - Hired after 7/1/94
- 2013 tier
- 2016 tier(s)



Three classes of “passengers” in the pension system

- **Old tier (aka “tier 1”)**
(hired before July 1, 2013)
- “Richer” tier because the retirement benefits accrue faster
- **Costs**
 - 8% employee/14.5% university)
- **Tier 2** (hired between July 1, 2013 & June 30, 2016)
- “Leaner” tier. Benefits similar **IF** you work until age 65.
- Member contribution is less than Tier 1 (7% as opposed to 8%)

Calculating your “old” DB

- 1. Years of UC employment earning retirement service credit
- 2. Average of 3 consecutive years of highest covered compensation salary
 - **does not include all salary such as “Y” or “Z” salary or campus summer salary**
 - **Compensation determined by academic rank & step (as well as APU)**
- 3. Yearly age multiplier increases with age at retirement and maxes out at 2.5%/year at age ≥ 60 (the age multiplier is considerably less for age < 60)
- **Example: 60 year old employee with 25 years retirement service credit and whose consecutive highest average annual salary was \$100,000 would receive ROUGHLY:
25 X .025 X 100,000 or \$62,500**

Essence of tier 2 pension change

- Tier 2 affects those hired between July, 2013 - June, 2016
- Almost as good as old pension if you retire at 65 (don't even think about retiring <65)*
- No lump sum cash out option
- Eliminates “subsidized” survivor benefit

*Tier 3 treats retirement age the same as Tier 2 (i.e. maximizes at age 65)

Illustrations of tiers 1 and 2 pension*

Age = 65 years of service = 30

HAPC	Tier 1	Tier 2
\$100k	75%	75%
\$200K	75%	75%

Age = 60 years of service = 30

HAPC	Tier 1	Tier 2
\$100k	75%	54%
\$200K	75%	54%

*Tier 3 pension choice has max payout at age 65

Tier 3 for faculty (hired after July 1, 2016)

- **Savings Choice option (DC)**
- Eligible pay up to \$280K
- Employee contributes 7%
- UC contributes 8% up to IRC limit (plus 6% contribution to UCRP liability)
- Vesting 1 year
- Option to switch to pension choice after 5y
- **Pension Choice option (DB + DC)**
- DB on salary up to PEPRA cap (currently ~\$155K); plus a DC supplement of 5%* up to IRC limit (currently \$280K)
- Employee contribution to DB 7% up to IRC
- UC contribution:
 - DB: 8% up to PEPRA (plus 6% to UCRP liability)
 - DC 5%* up to IRC
- Vesting 5 years

*3% for non-faculty salary >PEPRA but < IRC

Medicare primer

- Part A (inpatient) is “free” {you paid for it all along}
- Part B (outpatient and labs covers ~80% of allowable costs). In 2025, monthly charges \$185/person with increased rate for those earning >\$106K/year
- UC pays for a supplemental medigap, including drugs. Worth ~\$4000/person/year for in-state retirees. Not guaranteed.
- Retiree share of medigap plan: ranges from \$175 monthly **credit** to \$300 monthly **charge**, depending on plan chosen
- For info on Medicare, see:
<http://senate.universityofcalifornia.edu/committees/ucfw/UnderstandinghealthcarecostsforUCretireesonMedicarefinalMay2013.pdf>

Medicare is not free

- Medicare part B and D (2025): increased premiums for those whose earnings are above \$106,000 (see table right)
- **Bottom line: you are probably not going to pay less for health care in retirement**
- UC share of annual medigap premium, currently ~\$4000/person. Not provided with lump sum cash out

Income band/person	Monthly cost/person*
<\$106K	\$185 + \$0
\$106K-\$133K	\$259 + \$14
\$133K- \$167K	\$370 + \$35
\$167K- \$200K	\$481 + \$57
\$200K-\$500K	\$592 + \$79
>\$500	\$629 +\$86

* Second # is part D add on

UC Retiree health benefit

- Old tier (hired before July, 2013)
 - Age + years of service
 - Hired before 1990: retire after age 55 w 5y service “Full coverage”
 - Hired 1990 to 2013: “Full coverage” w 20 y service, regardless of age
 - “Full coverage” = UC contribution of ~70% premium cost



Not guaranteed (paid for by ~3% payroll assessment)

Q: How much would it cost to convert this to a vested benefit?

A: \$20B

Retiree Health insurance for new tier

- If you are hired after 2016 & you retire at age:
 - 50-55 “we wish you luck” (no UC contribution)
 - >55-64 [it’s complicated, for details, see] <https://ucnet.universityofcalifornia.edu/benefits/retirement/retiree-health-home-benefits/>
- Bottom line:
 - age 65 + 20 y service, you are “covered”
 - “Covered” means ~70% cost of medigap premium

Retirement: walking the plank or a bridge to the future?



- Formation of a non-professorial self
- Family issues
 - Caregiving
 - Intimacy
 - Grand parenting
- Health
- Celebrate or slink off?
- Defer LARGE changes in the first year
- Avoid isolation (seek out friends, lunch, etc.)
- Physical fitness
- Community: beware of over-commitment
- Recreation, travel
- Staying involved w UCSD

Looming changes to RTAD

- Separation interval before recall
- Complex changes in retiree health insurance
- Effective 7/1/25
- Messy, if deadlines are not met!
- FAQ, see <https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=https://ucnet.universityofcalifornia.edu/wp-content/uploads/2025/02/Rehired-Retiree-Benefit-Eligibility-FAQ.pdf>



Photo by Jon Dimsdale

Gender Affirming Care at UCSD Health

Julie Çelebi, MD, MS, FAAFP

Associate Clinical Professor

Department of Family Medicine



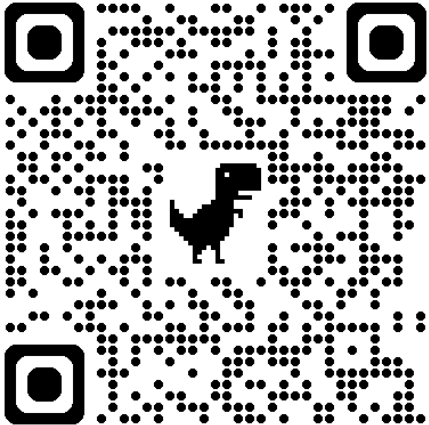
Make an Appointment

Home > Primary & Specialty Care > Gender-Affirming Care

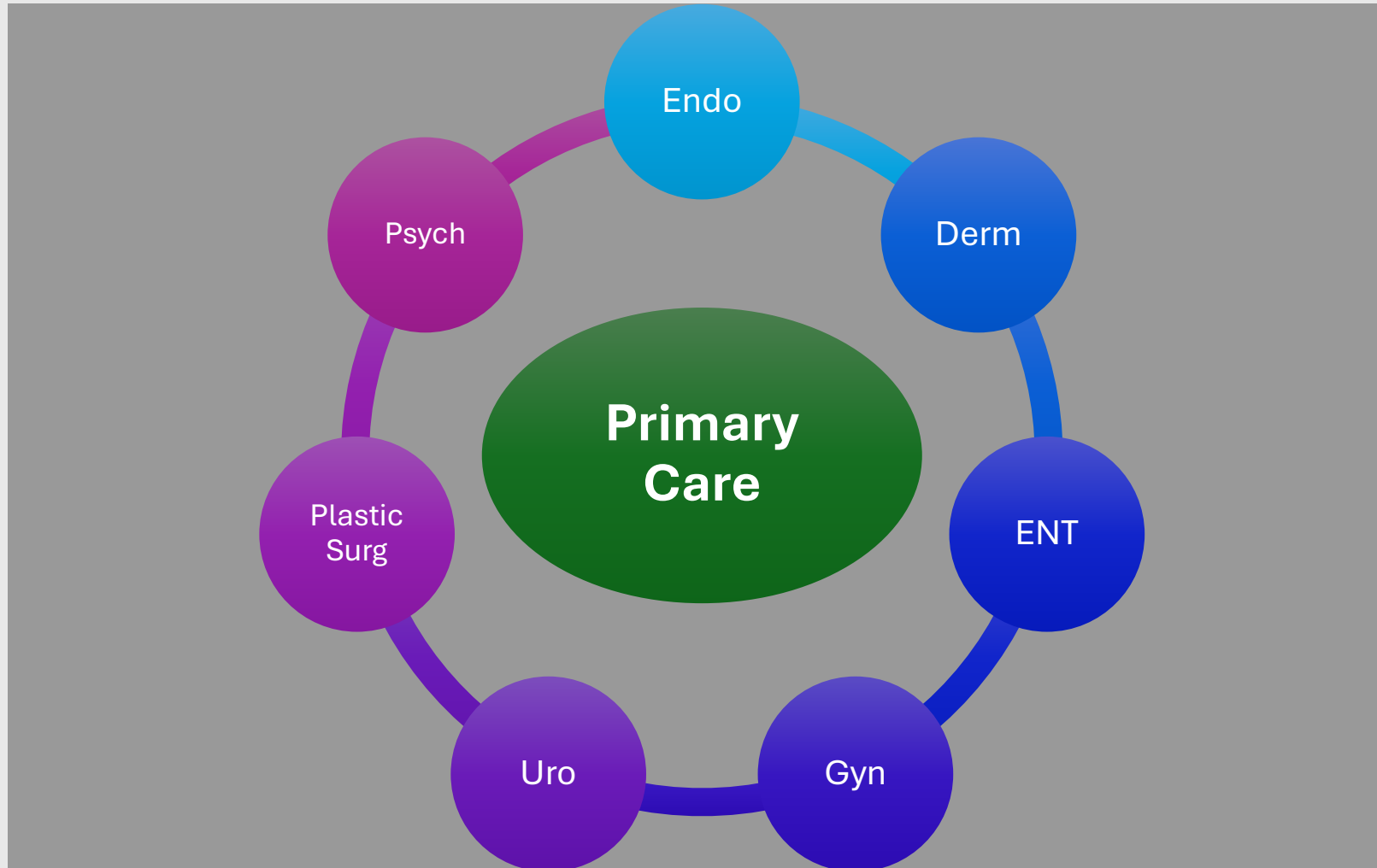


Gender-Affirming Care

Gender health is here to stay at UCSD Health.



Centering Gender Health in Primary Care



Questions?



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A PROPOSAL TO CHANGE THE NAME OF THE GRADUATE SCHOOL OF MARINE SCIENCES

Margaret Leinen
Director, Scripps Institution of Oceanography

Yuri Fialko
Chair, Scripps Institution of Oceanography Department Faculty

Scripps Institution of
Oceanography

Graduate School
of Marine Sciences

SIO Department

8 curricular groups

Rationale for the requested name change:

- The School has more than 900 undergraduate majors and is no longer a Graduate School only
- The School includes various Earth scientists, geophysicists, climate scientists, atmospheric scientists and others who do not study or teach about the marine environment
- Thus, the name no longer reflects the multiple and diverse strengths of the School
- In addition, we have evidence that many students, faculty and researchers pass over Scripps Institution of Oceanography as a location for study or employment because the name of the School does not suggest to them that we have strength in those fields

Consultation:

- In 2020 Dean Leinen asked the SIO Department Chair to engage with the Faculty of the School to develop a process to discuss a name change
- In 2022 Dean Leinen wrote to EVC Simmons proposing the name change
- In 2023 Academic Council requested additional consultations with SIO Faculty regarding the proposed name change
- In 2023 Dean Leinen requested that the Faculty Chair develop a process that would be in compliance with Academic Senate procedures

Consultation:

- In 2024 SIO Faculty held 3 meetings to discuss the name change
- 3 votes were taken to choose between the proposed names
- The final ranked choice vote has identified the "School of Marine, Earth, and Atmospheric Sciences" as the preferred name (71 out of 104 votes)
- In November 2024 SIO Faculty Chair Fialko wrote a letter to Dean Leinen summarizing the process and the outcome
- In January 2025 Dean Leinen wrote to EVC Simmons proposing the above name change



THANK YOU

Proposal

Change the M.S. and Ph.D. Program names in Dept. of
Astronomy & Astrophysics

from: Astronomy

to: Astronomy and Astrophysics

Rationale

- Current title is hold-over from Program in Physics Dept., so “Physics” was understood.
- Now, M.S., Ph.D. in A&A Dept, so seek:
 - Accurately reflect grad curriculum and research → large component of (applied) Physics
 - Enhance employment and academic prospects for students by including “Astrophysics” in title
 - Align grad degree name with Dept. name and UG program name