

Task Force Charge

The Task Force is directed to consider the impact of issues such as, but not limited to, market competitiveness, talent management, work force development, work force behavior, affordability, and sustainability.

The Task Force benefits policy and design recommendations will include an analysis based on multiple criteria including cost, long-term funding options, cash flow, as well as an assessment of the impact on the long term financial integrity of the University.

The Task Force will seek to complete its work within a timeframe sufficient to adequately analyze a range of pension and retiree health options, while seeking to prudently resolve the issues contained in its charge.

The Task Force recommendations should seek to enhance the capability of the Regents to meet their educational obligations to attract and retain outstanding faculty and staff, as well as fiduciary obligations for all current and future University of California Retirement System plans.

Mission

The University of California is committed to providing competitive pay and benefits programs to attract and retain excellent faculty and staff to accomplish its mission for the people of California, while ensuring sustainable post-employment benefits for current and future retirees.

Operating Principles

The Task Force will seek outcomes which reinforce the Regents stated commitment to attain market competitive total remuneration for all employee groups.

- The Task Force will seek to be comprehensive in its assessment of the implications of postretirement benefit changes on recruitment, retention, and retirement behavior and impacts on the capability of the University to carry out its mission of education, research and service for the people of California.
- The Task Force will engage in a robust consultation and communication process with faculty, staff, retirees and other key stakeholders to assure that the diverse views and opinions of the UC community on this topic are solicited and considered. The University will observe all legal, regulatory, and Higher Education Employer- Employee Relations Act (HEERA) requirements in undertaking this process.

Guiding Principles

- Should be adaptable, for the recruitment and retention of quality faculty and staff in the context of total remuneration, based on the variety of academic, business and labor markets in which UC competes.
- Should ensure that Post-Employment benefits are sufficient to provide career employees with financial security and adequate access to affordable and quality health care.
- Should promote the talent management objectives of the University by encouraging retirement, after a full career, at a mutually advantageous time for both UC and for faculty/staff.
- Should include cost effective governance mechanisms that allow for oversight and monitoring of retirement benefits investment and administrative performance.
- Should consider a long term strategy for seeking the ways and means for identifying and paying for the costs and incurred liabilities of promised benefits, within the working career of those faculty and staff who will receive benefits.
- Should be designed and implemented so as to allow for sufficient time for retirees, as well as current faculty and staff, to plan for the effects of benefit changes.
- Should identify the ways, means, advantages, and disadvantages of UC and employees for pre-funding a portion of the current and future retiree health benefits liability.
- Should be competitive with the typical market comparator organization for employee pension contributions by workforce segment, while considering the impact on lower wage employees.
- Should consist of elements that include employer sponsored benefits and personal accountability with costs that are shared by both UC and by faculty / staff.
- Should seek to protect current UC faculty and staff from benefit changes that impact the pension formula or benefits eligibility.
- Should ensure an equitable distribution of employer benefits costs among the various sources of funding for employee salaries.”