

APPENDIX E

Post-Employment Benefits Survey Invitation and Questionnaires

PEB Survey Results – <http://www.universityofcalifornia.edu/news/ucrpfuture/survey.html>

UC PEB ACTIVES SURVEY

[[Email invitation to sample population]]

University of California 2010 Post Employment Benefits Survey

Dear University of California Employee:

I am pleased to invite you to complete a voluntary and confidential survey regarding the University's post employment benefit programs. By completing the survey, your thoughts and impressions will help The Post Employment Benefits Task Force in understanding employee preferences well as identify areas where additional education and communications efforts are needed. The survey should take approximately 20 minutes to complete.

[Please click here to take the 2010 Post Employment Benefits Survey](#)

The survey was developed by the independent consulting firm Towers Watson, in partnership with the University of California, Office of the President Human Resources. To ensure confidentiality, all survey responses will be directly transmitted to Towers Watson. Individual responses will be aggregated and summarized by Towers Watson in a written report for the University. For more information about this survey, please go to: <http://atyourservice.ucop.edu/pebi/>

The survey will be available for completion beginning February 5th at 8am and will close March 1st at 5pm.

If you have technical difficulties in completing the survey, please contact Koki Mori at 703.258.7436 or send an email to twsurvey@towerswatson.com. If you have questions about the survey content, please submit them via the Future of UC Retirement Benefits website at: <http://www.universityofcalifornia.edu/news/ucrpfuture/feedback.html>

While survey participation is voluntary, I hope that you will be interested in helping to make this effort a success by taking the time to complete the survey and having your voice heard. On behalf of the University, I thank you in advance for participating in this important effort.

Sincerely,

Lawrence H. Pitts

Interim Provost and Executive Vice President, Academic Affairs and Chair of the Post Employment Benefits Task Force

Additional information on the PEB task force can be found at:

[http:// www.universityofcalifornia.edu/news/ucrpfuture/](http://www.universityofcalifornia.edu/news/ucrpfuture/)

Note - If the above link does not work, copy and paste the following URL into your web browser:
[custom link]

This email was sent to: [[recipient email address]]

WELCOME AND INSTRUCTION PAGE

**University of California
2010 Post Employment Benefits Survey**

Welcome to the University of California's 2010 Post Employment Benefits Survey.

The survey was developed by the independent consulting firm Towers Watson, in partnership with the University of California, Office of the President Human Resources. The survey should take approximately 20 minutes to complete. Please be assured that your individual responses to the survey will be kept strictly confidential. Individual responses will go directly to Towers Watson and kept in strict confidence. Aggregated results will be summarized in a written report to the University at the completion of the survey process.

If you experience technical difficulties in completing the survey, please contact Koki Mori at 703.258.7436 or send an email to twsurvey@towerwatson.com.

Instructions: Please answer the following questions to the best of your knowledge. After completing the questions on each page, please click "Next" to proceed to the next page. If you wish to save this survey and return to complete it at a later time, simply click "Save" found on the bottom of each page. The URL can then be bookmarked for later use.

ABOUT YOUR RETIREMENT PLANS

The UC Retirement Plan (UCRP) provides pension and post-retirement survivor benefits, as well as personal and family income protection in the event of pre-retirement disability or death. UCRP membership is automatic and mandatory for eligible employees and begins the first day of an eligible appointment. UCRP is a defined benefit plan, which means that benefits are determined not by contributions to the Plan, but by formulas based on a member's age at retirement, covered compensation, and years of service credit.

The University also has three retirement savings plans - the Defined Contribution Plan (DC Plan), the Tax-Deferred 403(b) Plan and the 457(b) Deferred Compensation Plan. In these plans your benefits are determined by the amount of your contributions during your employment and your investment return over time.

Q1 Thinking about all of the University's retirement plans for which you are eligible, please indicate the extent to which you agree with the following statements.

- 1 Strongly disagree
- 2 Somewhat disagree
- 3 Neither agree nor disagree
- 4 Somewhat agree
- 5 Strongly agree
- 6 Don't know

- a) I would recommend the University's retirement program to family and friends.
- b) I am knowledgeable about the amount of retirement income I will receive.
- c) Overall, I'm satisfied with the University's retirement program.
- d) The University's retirement program was an important reason I decided to work for the University.
- e) The University's retirement program is an important reason I will stay with the University.
- f) The University's retirement program is the primary way I save for retirement.
- g) The University's retirement program should be the same for all career employees.
- h) I would be comfortable with the University offering different retirement programs to different employee groups.
- i) I would rather receive higher pay today for a lower retirement benefit.
- j) Contributing money to (funding) the UCRP should be a high priority of the University.
- k) I would be willing to pay 5% to 7% of my pay each month to ensure I have a lifetime monthly pension benefit.
- l) I would voluntarily contribute 5% to 7% of my pay each month to the UC voluntary savings plan [403(b)/457(b)] if the University matched a portion of my contributions.

Q2 Have you voluntarily contributed a portion of your pay to a University voluntary savings plan [403(b)/457(b)] in the past 3 years?

- 1 Yes
- 2 No
- 3 I don't know

Q3 When you retire, how would you prefer to receive your benefits from your defined benefit pension plan (UCRP)?

- 1 As monthly income that lasts for the rest of my life (and/or for my eligible survivor)
- 2 As a lump sum
- 3 Have not decided

ABOUT YOUR RETIREE MEDICAL PLAN

The University currently contributes to medical and dental coverage and allows retirees to participate in the same programs as eligible staff, e.g., vision, legal and accidental death and dismemberment (AD&D) insurance. Unlike your UCRP benefits, you cannot become vested in your health and welfare benefits. Eligibility for continuation of medical and dental coverage requires a minimum of 10 years of service credit in most cases.

Q4 Please indicate the extent to which you agree with the following statements.

- 1 Strongly disagree
- 2 Somewhat disagree
- 3 Neither agree nor disagree
- 4 Somewhat agree
- 5 Strongly agree
- 6 Don't know

- a) Overall, I'm satisfied with the University's current retiree medical program.
- b) The University's retiree medical program was an important reason I decided to work for the University.
- c) The University's retiree medical program is an important reason I will stay with the University.
- d) I would rather receive higher pay today for lower retiree medical benefits.
- e) I would be willing to pay a higher amount each month to ensure I have access to retiree health care benefits, if I retire before I'm eligible for Medicare.
- f) I would be willing to pay a higher amount each month in order to keep lower, predictable health care costs when I retire.
- g) I will likely work long enough in order to keep my health care benefits until I'm eligible for Medicare.

RETIREMENT PLANNING

Q5 Rank your top 3 most important expected sources of retirement security for you (or for you and your spouse/partner if applicable)? Please use a "1" to indicate the most important, a "2" to indicate the 2nd most important, and a "3" to indicate the 3rd most important source.

- 1 Social Security
- 2 University California Retirement Plan (defined benefit plan)
- 3 The University's 403(b)/457(b) plan (voluntary pre-tax contributions)
- 4 The University's defined contribution plan (mandatory pre-tax contributions)
- 5 The University's retiree medical plan
- 6 My spouse/partner's retirement benefits
- 7 Personal savings (e.g., IRA funds, brokerage accounts, variable annuities)
- 8 Home equity or rental income (i.e., primary home and investment properties)
- 9 Inheritance
- 10 Income from work after I leave the University
- 11 Pension, retirement income from another employer
- 12 Other _____

Q6 At what age do you expect to retire from the University?

- 1 50 to 54
- 2 55 to 59
- 3 60 to 61
- 4 62 to 64
- 5 65
- 6 66 to 69
- 7 70+
- 8 Don't expect to retire from the University
- 9 Don't know

Q7 How many years of service do you expect to earn before retiring from the University? Please select the answer closest to your expectations.

- 1 5 years
- 2 10 years
- 3 15 years
- 4 20 years or more
- 5 Don't expect to retire from the University (Skip to Q12.1L)
- 6 Don't know

Q8.1R Has the age at which you plan to retire from the University changed over the last 2 years?

- 1 I expect to retire much later
- 2 I expect to retire a little later
- 3 My expected retirement age has not changed
- 4 I expect to retire a little earlier
- 5 I expect to retire much earlier
- 6 Don't know

[If select options 1 or 2 in Q8.1R]

Q8.2R Approximately, how much later do you expect to work at the University? TW

- 1 Less than a 1 year
- 2 1 year to less than 2 years
- 3 2 years to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years or more
- 6 Don't know

[Respondents to Q8.1 or Q8.2R Skip to Q9]

Q8.1L If not planning to retire from the University, has the age at which you plan to leave changed over the last 2 years?

- 1 I expect to leave much later
- 2 I expect to leave a little later
- 3 My expected departure age has not changed
- 4 I expect to leave a little earlier
- 5 I expect to leave much earlier
- 6 Don't know

[If select options 1 or 2 in Q8.1L]

Q8.2L Approximately, how much longer do you expect to work for the University?

- 1 Less than a 1 year
- 2 1 year to less than 2 years
- 3 2 years to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years or more
- 6 Don't know

Q9 Please note that the following questions are not asking about the University's defined benefit plan or other retirement savings plans. Rather, these questions are asking broadly about the features that you would more like to see in an ideal retirement program.

Please indicate your degree of preference towards each of the following benefit design features by selecting the option closest to the one you prefer.

(PLEASE MARK ONE BOX IN EACH ROW.)

| A | Prefer A | | No Preference/ Don't Know | | | Prefer B | | B |
|---|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---|
| a. Getting higher cash compensation today and a lower benefit when I retire | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | Getting lower cash compensation today and a higher benefit when I retire |
| b. Getting a guaranteed benefit amount, but <u>no</u> opportunity for higher returns and <u>no</u> chance of lower returns | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | Getting <u>no</u> guaranteed benefit amount, but with an opportunity for higher returns or a chance of lower returns |
| c. Being able to take your retirement savings with you when you leave the University | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | Having a benefit that you cannot take with you to another employer, but that will be larger in the end if you remain with the University for many years |
| d. Having your benefits paid out as one lump sum payment when you retire | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | Having your benefits distributed as guaranteed monthly payments over your retirement years for life |
| e. Having your employer make the investment decisions with <u>no</u> opportunity for higher returns and <u>no</u> chance of lower returns | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | Having the freedom to make your own investment decisions with an opportunity for higher returns or the chance for lower returns |

ATTRACTION/RETENTION

Q10 Choosing from the list below, what are the **top three** reasons you **joined** the University?

[Programmer Instructions: Randomize Options]

- Base pay
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Work/life balance
- Nature of work
- Promotion opportunity
- Length of commute
- To pursue my particular scholarly research interests
- To work with highly visible colleagues in my field
- University's reputation
- Job security
- Health care benefits

Q11 Choosing from the list below, what are the **top three** reasons you **stay** with the University?

[Programmer Instructions: Randomize Options]

- Base pay
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Work/life balance
- Nature of work

- Promotion opportunity
- Length of commute
- To pursue my particular scholarly research interests
- To work with highly visible colleagues in my field
- University's reputation
- Job security
- Health care benefits
- Relationship with supervisor/manager

Q12 Choosing from the list below, what are the top three reasons you might consider leaving the University? [Programmer Instructions: Randomize Options]

- Base pay
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Work/life balance
- Nature of work
- Promotion opportunity
- Length of commute
- To pursue my particular scholarly research interests
- To work with highly visible colleagues in my field
- University's reputation
- Job security
- Health care benefits
- Relationship with supervisor/manager
- Stress levels

DEMOGRAPHICS

D1 Which of the following categories best describes your current position?

- 1 Senate faculty
- 2 Policy Covered – Professional Support Staff (PSS)
- 3 Managers and Senior Professional (MSP/SMG)
- 4 Position with Lawrence Berkeley National Lab (LBNL)
- 5 Other Teaching/Research/Academic Titles
- 6 Don't know

[For those selecting D1 option 1]

D1a Which of the following best describes your position with the senate faculty?

1. Faculty Ladder Rank Assistant Professor
2. Faculty Ladder Rank Associate Professor
3. Faculty Ladder Rank Professor
4. Lecturer with SOE/PSOE
5. Acting Professor or Acting Associate Professor
6. Professor in Residence
7. Professor of Clinical X Series

[For those selecting D1 options 2, 3 or 4]

D1b Are you a faculty member participating in a Health Science Compensation Plan?

1. Yes
2. No
3. Not applicable

D1c Which of the following best describes your current position with the LBNL?

1. Scientist/engineer
2. Manager
3. Other

D2 Please identify your primary work location.

1. Campus
2. Office of the President
3. Health Science Center (Faculty and Academic Appointees)
4. Medical Center / Health System (Staff Employees)
5. Lawrence Berkeley National Lab
6. Other

D3 Please indicate how long you have worked at the University.

1. Less than one year
2. One year, but less than 5 years
3. Five years, but less than 10 years
4. Ten years, but less than 20 years
5. 20 years, but less than 30 years
6. 30 years or more

D4 In what year were you born? Please enter as a four-digit number, e.g., 1963.

[RANGE: 1890-1999]

□□□□

D5 Which best describes your 2009 income before taxes and deductions earned from the University? Please include your pre-furlough income and do not include your total household income.

- 1 \$46,000 or less
- 2 \$46,001 to 92,000
- 3 \$92,001 to \$137,000
- 4 \$137,001 or more
- 5 Decline to answer

UC PEB SHORT SURVEY

UC Website: http://www.universityofcalifornia.edu/news/ucprfuture/emp_survey2010.html

For Employees

Dear University of California Employee:

I am pleased to invite you to complete a voluntary and confidential survey regarding the University's post employment benefit programs (pension and retiree health). By completing the survey, your thoughts and impressions will help the Post Employment Benefits Task Force in understanding employee preferences as well as identify areas where additional education and communications efforts are needed.

The survey will be available for completion beginning February 5th and will close March 1 at 5 p.m. To take the survey, please go to <https://inq.ehr.com/cgi-bin/qwebcorporate.dll?idx=4QV69S>

The survey has been developed by the independent consulting firm Towers Watson, in partnership with the University of California, Office of the President Human Resources. The survey is short and should take about 10 minutes to complete. Please be assured that your individual responses to the survey will be kept strictly confidential. All responses will be collected and held in confidence by Towers Watson and summarized in a written report for the University. The report will be posted on the Future of UC Retirement Benefits website in the Spring 2010.

If you have technical difficulties in completing the survey, please contact Koki Mori at 703.258.7436 or send an email to twsurvey@towerswatson.com. If you have questions about the survey content, please submit them via the Future of UC Retirement Benefits website at <http://www.Universityofcalifornia.edu/news/ucprfuture/feedback.html>.

On behalf of the University, I thank you in advance for your efforts.

Sincerely,

Lawrence H. Pitts
Interim Provost and Executive Vice President, Academic Affairs and
Chair of the Post Employment Benefits Task Force

WELCOME AND INSTRUCTION PAGE

University of California 2010 Post Employment Benefits Survey

Welcome to the University of California's 2010 Post Employment Benefits Survey.

The survey was developed by the independent consulting firm Towers Watson, in partnership with the University of California, Office of the President Human Resources. The survey should take approximately 15 minutes to complete.

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Instructions: Please answer the following questions to the best of your knowledge. After completing the questions on each page, please click "Next" to proceed to the next page. If you wish to save this survey and return to complete it at a later time, simply click "Save" found on the bottom of each page. The URL can then be bookmarked for later use.

FILTER

F1 Which of the following best describes your UC employment and appointment status?

- 1 Career Appointment (eligible for UC retirement benefits - defined benefit plan)
- 2 Retired (no longer actively employed at UC)
- 3 UC rehired retiree
- 4 Retired from UC, but employed outside of UC
- 5 Part-time/Student
- 6 None of the above

F2 Are you currently represented by a union?

- 1 Yes
- 2 No

A Note to Exclusively Represented Employees

Represented employees who wish to complete this survey should direct their interest and comments to their union leadership. If you are represented by a union you should be aware that your union leadership has not agreed to participate. Please contact your union representative if you have questions about the post employment benefits at the University.

Please click 'Next' to continue and 'Finish' on the next page to exit the survey.

ABOUT YOUR RETIREMENT PLANS

The UC Retirement Plan (UCRP) provides pension and post-retirement survivor benefits, as well as personal and family income protection in the event of pre-retirement disability or death. UCRP membership is automatic and mandatory for eligible employees and begins the first day of an eligible appointment. UCRP is a defined benefit plan, which means that benefits are determined not by contributions to the Plan, but by formulas based on a member's age at retirement, covered compensation, and years of service credit.

The University also has three retirement savings plans - the Defined Contribution Plan (DC Plan), the Tax-Deferred 403(b) Plan and the 457(b) Deferred Compensation Plan. In these plans your benefits are determined by the amount of your contributions during your employment and your investment return over time.

Q1 Are you eligible to participate in the UC Retirement Plan (UCRP)?

- m) Yes
- n) No
- o) Don't know

Q2 Thinking about all of the University's retirement plans for which you are eligible, please indicate the extent to which you agree with the following statements.

- 1 Strongly disagree
- 2 Somewhat disagree
- 3 Neither agree nor disagree
- 4 Somewhat agree
- 5 Strongly agree
- 6 Don't know/Not Applicable

- a) Overall, I'm satisfied with the University's retirement program.
- b) The University's retirement program was an important reason I decided to work for the University.
- c) The University's retirement program is an important reason I will stay with the University.
- d) The University's retirement program is the primary way I save for retirement.
- e) I would rather receive higher pay today for a lower retirement benefit.
- f) I would be willing to pay 5% to 7% of my pay each month to ensure I have a lifetime monthly pension benefit.

ABOUT YOUR RETIREE MEDICAL PLAN

The University currently contributes to medical and dental coverage and allows retirees to participate in the same programs as eligible staff, e.g., vision, legal and accidental death and dismemberment (AD&D) insurance. Unlike your UCRP benefits, you cannot become vested in your health and welfare benefits. Eligibility for continuation of medical and dental coverage requires a minimum of 10 years of service credit in most cases.

Q3 Please indicate the extent to which you agree with the following statements.

- 7 Strongly disagree
- 8 Somewhat disagree
- 9 Neither agree nor disagree
- 10 Somewhat agree
- 11 Strongly agree
- 12 Don't know/Not Applicable

- a. Overall, I'm satisfied with the University's current retiree medical program.
- b. The University's retiree medical program was an important reason I decided to work for the University.
- c. The University's retiree medical program is an important reason I will stay with the University.
- d. I would rather receive higher pay today for lower retiree medical benefits.
- e. I would be willing to pay a higher amount each month to ensure I have access to retiree health care benefits, if I retire before I'm eligible for Medicare.
- f. I would be willing to pay a higher amount in monthly premiums in order to keep lower, predictable health care costs when I retire.

- g. I will likely work long enough in order to keep my health care benefits until I'm eligible for Medicare.

RETIREMENT PLANNING

Q4 Rank your top 3 most important expected sources of retirement security for you (or for you and your spouse/partner if applicable). Please use a “1” to indicate the most important, a “2” to indicate the 2nd most important, and a “3” to indicate the 3rd most important source.

- | | |
|---|--------------------------|
| 13 Social Security | <input type="checkbox"/> |
| 14 University California Retirement Plan (defined benefit plan) | <input type="checkbox"/> |
| 15 The University’s 403(b)/457(b) plan (voluntary pre-tax contributions) | <input type="checkbox"/> |
| 16 The University’s defined contribution plan (mandatory pre-tax contributions) | <input type="checkbox"/> |
| 17 The University’s retiree medical plan | <input type="checkbox"/> |
| 18 My spouse/partner’s retirement benefits | <input type="checkbox"/> |
| 19 Personal savings (e.g., IRA funds, brokerage accounts, variable annuities) | <input type="checkbox"/> |
| 20 Home equity or rental income (i.e., primary home and investment properties) | <input type="checkbox"/> |
| 21 Inheritance | <input type="checkbox"/> |
| 22 Income from work after I leave the University | <input type="checkbox"/> |
| 23 Pension, retirement income from another employer | <input type="checkbox"/> |
| 24 Other _____ | <input type="checkbox"/> |

ATTRACTION/RETENTION

Q5 Choosing from the list below, what are the top three reasons you joined the University?

- Base pay
- Health care benefits
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Promotion opportunity
- Work/life balance
- University’s reputation
- Job security
- Nature of work
- Length of commute
- To work with highly visible colleagues in my field
- To pursue my particular scholarly research interests

Q6 Choosing from the list below, what are the top three reasons you stay with the University?

- Base pay
- Health care benefits
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Promotion opportunity
- Work/life balance
- University’s reputation
- Job security
- Nature of work
- Length of commute
- To work with highly visible colleagues in my field
- To pursue my particular scholarly research interests
- Relationship with supervisor/manager

Q7 Choosing from the list below, what are the top three reasons you might consider leaving the University?

- Base pay
- Health care benefits
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities

- Promotion opportunity
- Work/life balance
- Job security
- Nature of work
- Length of commute
- Stress levels
- To work with highly visible colleagues in my field
- To pursue my particular scholarly research interests
- Relationship with supervisor/manager

DEMOGRAPHICS

D1 Which of the following categories best describes your current position?

- 7 Senate faculty
- 8 Policy Covered – Professional Support Staff (PSS)
- 9 Managers and Senior Professional (MSP/SMG)
- 10 Position with Lawrence Berkeley National Lab (LBNL)
- 11 Other Teaching/Research/Academic Titles
- 12 Don't know

[For those selecting D1 option 1]

D1a Which of the following best describes your position with the senate faculty?

- 1. Faculty Ladder Rank Assistant Professor
- 2. Faculty Ladder Rank Associate Professor
- 3. Faculty Ladder Rank Professor
- 4. Lecturer with SOE/PSOE
- 5. Acting Professor or Acting Associate Professor
- 6. Professor in Residence
- 7. Professor of Clinical X Series

[For those selecting D1 option 4]

D1b Are you a faculty member participating in a Health Science Compensation Plan?

- 4. Yes
- 5. No
- 6. Not applicable

D1c Which of the following best describes your current position with the LBNL?

- 4. Scientist/engineer
- 5. Manager
- 6. Other

D2 Please identify your primary work location.

- 7. Campus
- 8. Office of the President
- 9. Health Science Center (Faculty and Academic Appointees)
- 10. Medical Center / Health System (Staff Employees)
- 11. Lawrence Berkeley National Lab
- 12. Other

D3 Please indicate how long you have worked at the University.

- 7. Less than one year
- 8. One year, but less than 5 years
- 9. Five years, but less than 10 years
- 10. Ten years, but less than 20 years
- 11. 20 years, but less than 30 years
- 12. 30 years or more

D4 In what year were you born? *Please enter as a four-digit number, e.g., 1963.*

[RANGE: 1890-1999]

□□□□

D5 Which best describes your 2009 income before taxes and deductions earned from the University? Please include your pre-furlough income and do not include your total household income.

- 6 \$46,000 or less
- 7 \$46,001 to 92,000
- 8 \$92,001 to \$137,000
- 9 \$137,001 or more
- 10 Decline to answer

UC PEB RETIREES SURVEY

UC Website: http://www.universityofcalifornia.edu/news/ucrpfuture/ret_survey2010.html

Retiree Survey

Dear University of California Retiree:

I am pleased to invite you to complete a voluntary and confidential survey regarding the University's post employment medical benefit program. By completing the survey, your thoughts and impressions will help the Post Employment Benefits Task Force in understanding retiree preferences as well as identify areas where additional education and communication efforts are needed.

The survey will be available for completion beginning February 5th and will close March 1 at 5 p.m. To take the survey, please go to: <https://inq.ehr.com/cgi-bin/qwebcorporate.dll?idx=HEK2AZ>

The survey has been developed by the independent consulting firm Towers Watson, in partnership with the University of California, Office of the President Human Resources. The survey is short and should take about 15 minutes to complete. Please be assured that your individual responses to the survey will be kept strictly confidential. All responses will be collected and held in confidence by Towers Watson and summarized in a written report for the University. The report will be posted on the Future of UC Retirement Benefits website in the Spring 2010.

If you have technical difficulties in completing the survey, please contact Koki Mori at 703.258.7436 or send an email to twsurvey@towerswatson.com. If you have questions about the survey content, please submit them via the Future of UC Retirement Benefits website at http://www.universityofcalifornia.edu/news/ucrpfuture/emp_task.html.

On behalf of the University, I thank you in advance for your efforts.

Sincerely,

Lawrence H. Pitts
Interim Provost and Executive Vice President, Academic Affairs and
Chair of the Post Employment Benefits Task Force

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FILTER

F1 Which of the following best describes your current relationship with the University of California (UC)?

- 7 Retired (no longer actively employed at UC)
- 8 UC rehired retiree
- 9 Retired from UC, but employed outside of UC
- 10 Career Appointment (eligible for UC retirement benefits – defined benefits plan)
- 11 None of the above

[REDIRECT: If select options 4 or 5 then push to SHORT version of the survey.]

ABOUT YOUR RETIREE MEDICAL PLAN

The University currently contributes to medical and dental coverage and allows retirees to participate in the same programs as eligible staff, e.g., vision, legal and accidental death and dismemberment (AD&D) insurance. Unlike the University's pension benefits, you cannot become vested in your health and welfare benefits. Eligibility for continuation of medical and dental coverage requires a minimum of 10 years of service credit in most cases.

Q1 Are you currently enrolled in the University's retiree medical program?

- 1 Yes
- 2 No (Skip to Q5)

Q2. I understand that the University's retiree health care benefits are funded from annual operating revenues and budgetary appropriations.

- 1. Yes
- 2. No, I thought it was funded out of the pension trust
- 3. Don't know

Q3 Please indicate the extent to which you agree with the following statements.

- 7 Strongly disagree
- 8 Somewhat disagree
- 9 Neither agree nor disagree
- 10 Somewhat agree
- 11 Strongly agree
- 12 Don't know

- a. Overall, I'm satisfied with the University's retiree medical program.
- b. The University's retiree medical program was an important reason I decided to work for the University.
- c. During my working years, I would have been willing to pay a higher amount out of my paycheck each month to ensure I have access to health care benefits, if I retire before I'm eligible for Medicare.
- d. I would be willing to pay a higher amount each month in order to keep lower, predictable health care costs.
- e. I would be comfortable if my monthly contributions to retiree medical were based on my final UC salary.
- f. I would be comfortable if my share of retiree medical monthly premiums were based on the amount of my current pension benefit.
- g. I would be comfortable sharing personal household financial information with the University to determine my monthly contributions to retiree medical.

RETIREMENT PLANNING

Q4 Rank your top 3 most important sources of retirement security for you (or for you and your spouse/partner if applicable)? Please use a "1" to indicate the most important, a "2" to indicate the 2nd most important, and a "3" to indicate the 3rd most important source.

[Programmer Instructions: Randomize Options]

- 25 Social Security
- 26 University California Retirement Plan (defined benefit plan)
- 27 The University's 403(b)/457(b) plan (voluntary pre-tax contributions)
- 28 The University's defined contribution plan (mandatory pre-tax contributions)
- 29 The University's retiree medical plan
- 30 My spouse/partner's retirement benefits
- 31 Personal savings (e.g., IRA funds, brokerage accounts, variable annuities)
- 32 Home equity or rental income (i.e., primary home and investment properties)
- 33 Inheritance
- 34 Income from work after I leave the University
- 35 Pension, retirement income from another employer
- 36 Other _____

ATTRACTION/RETIREMENT DECISION

Q5 Choosing from the list below, what are the top three reasons you joined the University?

[Programmer Instructions: Randomize Options]

- Base pay
- Health care benefits
- Post employment benefits (e.g., pension, retiree medical)
- Career development opportunities
- Promotion opportunity
- Work/life balance
- University's reputation
- Job security
- Nature of work
- Length of commute
- To work with highly visible colleagues in my field
- To pursue my particular scholarly research interests

Q6 Choosing from the list below, what are the top three reasons you retired from the University? [Programmer Instructions: Randomize Options]

- My job dissatisfaction
 - My ability to afford retirement
 - A desire for more personal or family time
 - My own health or health of spouse/partner or other family member
 - A combination of age and service credit allowed me to receive certain benefits
 - A consideration related to the UC retiree medical program
 - An early retirement financial incentive offered by the University
 - A desire to do something different
 - Other career opportunities
 - My spouse's/partner's retirement status
- Other _____

DEMOGRAPHICS

D1 Please indicate how long you worked (or have worked if currently working) at the University.

- 13. Less than one year
- 14. One year, but less than 5 years
- 15. Five years, but less than 10 years
- 16. Ten years, but less than 20 years
- 17. 20 years, but less than 30 years
- 18. 30 years or more

D2 Which of the following categories best describes your position before retiring from the University?

- 13 Senate faculty
- 14 Policy Covered - Professional Support Staff (PSS)/ former Staff or Administrative & Professional (A&PS)
- 15 Management Senior Professional (MSP)/ former Management and Professional (MAP)
- 16 Senior Manager (SMG)/ former Executive Program
- 17 Position with Lawrence Berkeley National Lab (LBNL)
- 18 Other Teaching/Research/Academic Titles
- 19 Don't know

[For those selecting D2 option 1]

D2a Which of the following best describes your position with the senate faculty before retiring?

- 1. Faculty Ladder Rank Assistant Professor
- 2. Faculty Ladder Rank Associate Professor

3. Faculty Ladder Rank Professor
4. Lecturer with SOE/PSOE
5. Acting Professor or Acting Associate Professor
6. Professor in Residence
7. Professor of Clinical X Series

[For those selecting D2 option 4]

D2b Which of the following best describes your current position with the LBNL before retiring?

7. Scientist/engineer
8. Manager
9. Other

D3 Please identify your primary work location before retiring from the University.

13. Campus
14. Office of the President
15. Health Science Center (Faculty and Academic Appointees)
16. Medical Center / Health System (Staff Employees)
17. Lawrence Berkeley National Lab
18. Other

D4 In what year did you retire from the University? *Please enter as a four-digit number, e.g., 2003.*

[PROGRAMMER NOTE: RANGE: 1900-2009]

□□□□

D5 In what year were you born? *Please enter as a four-digit number, e.g., 1963.*

[PROGRAMMER NOTE: RANGE: 1890-1999]

□□□□

D6 Are you currently receiving benefits from Medicare?

1. Yes
2. No, I have not reached age 65
3. No, I am not/will not be eligible for Medicare

D7 Which of the following income categories best describes your household income in 2009? (Please include all income sources before taxes and deductions.)

- 11 \$46,000 or less
- 12 \$46,001 to 92,000
- 13 \$92,001 to \$137,000
- 14 \$137,001 or more
- 15 Decline to answer

D8 Approximately, what is the amount of your MONTHLY benefit from the University of California Retirement Plan (UCRP)?

- 1 Less than \$1,000
- 2 \$1,001 to \$2,000
- 3 \$2,001 to \$3,000
- 4 \$3,001 to \$4,000
- 5 \$4,001 and over
- 6 Decline to answer