



Dwaine B. Duckett
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OFFICE OF THE PRESIDENT
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March 11, 2016

Dear Colleagues,

I am writing to let you know that President Napolitano is sending a letter to the UC community this morning outlining her proposal for a revised retirement program for faculty and staff that she will be bringing to the Regents later this month, which includes a new set of retirement benefits for future UC employees hired on or after July 1, 2016.

The president's proposal is part of a broader effort to maintain UC's excellence and sustain its long-term financial health, and is consistent with the [2015 budget agreement](#) between UC and the state that was approved by the Regents. It was informed by recommendations from the [systemwide task force](#) the president convened last summer and input from hundreds of UC faculty and staff.

As you know, under the 2015 agreement with the state UC has begun to receive nearly \$1 billion in new annual revenue and one-time funding over the next several years. As part of ensuring the University's, and the retirement program's fiscal stability, and in line with the budget agreement, the Regents are requested to implement a cap on pensionable earnings for future UC employees hired on or after July 1, 2016 that mirrors the cap on pensionable pay for state employees under the 2013 California Public Employees' Pension Reform Act (PEPRA).

Attached for your information are the following materials:

- A fact sheet describing the president's proposal
- A copy of the president's letter to the UC community
- Frequently Asked Questions about the proposal

These materials, along with answers to frequently asked questions and other information, are also available online at <http://ucal.us/2016retirement>.

Finally, a couple of important reminders about the new retirement benefits:

- The new retirement benefits will apply only to future UC employees hired on or after July 1, 2016 — retirement benefits for current employees and retirees are not affected;

- Retirement benefits for union-represented employees are determined through the collective bargaining process.

If you have any questions, please feel free to contact my office.

Sincerely,

A handwritten signature in black ink that reads "Dwaine B. Duckett". The signature is written in a cursive style with a long horizontal stroke at the end of the name.

Dwaine B. Duckett
Vice President for Human Resources