

Postdoctoral Scholar (Postdoc) moving into Faculty/Staff Positions

When you have a Postdoc who transfers to a Faculty/Staff position please remember to take the following actions:

- Change the BELI code to match the new appointment
- Counsel the member on their new benefits package
- If you cannot answer the members benefits questions please refer them to Shirley Silveira in the Benefits Office at 2-1623 or sas@berkeley.edu
- Send the completed UPAY 850 form to Shirley Silveira in the HR Benefits Unit
- The new benefits will become effective after the Postdoc benefits end, not the date the new appointment goes into effect (similar to how intercampus transfers work)

Key differences between the Postdoc Benefits package and the Faculty/Staff Benefits package

It is really important that departments and Postdocs understand the key differences between the Postdoctoral Scholars Benefits Plan (PSBP) benefit package and the Faculty/Staff benefits package. Please inform your Postdoc about the following differences:

- When a Postdoc switches to the Faculty/Staff Health Net plan it's important that they know the key differences between the Standard Health Net plan and Health Net Blue & Gold plan.

The Health Net plan provides the same access to Primary Care Physicians and facilities in the East Bay as the Postdoctoral Scholars Benefits Plan Health Net plan.

The Health Net Blue & Gold plan has a limited number of Primary Care Physicians and facilities in the East Bay. Primary Care Physicians in the Alta Bates and Sutter East Bay Medical Groups do not participate in the Health Net Blue & Gold plan. Members who choose Health Net Blue & Gold may have to change medical groups and/or Primary Care Physicians if they choose the Blue & Gold option.

- When a Postdoc transfers to the Faculty/Staff benefits package the behavioral health portion of their plan changes. Please inform your Postdoc about the following differences:

The Postdoctoral Scholars Benefits Plan provides behavioral health benefits through Mental Health Network (MHN).

The Faculty/Staff plans provide behavioral health benefits through United Behavioral Health (UBH).

If a member is accessing behavioral health care when transferring to their new appointment, they must get a new authorization with UBH or they will be out-of-pocket for any services incurred after the Postdoctoral Scholar Benefits Plan ends until they get

a new authorization from UBH. Please refer the Postdocs to Shirley Silveira in the HR Benefits Unit for guidance with this process.

- Some UC Benefits are only available during the *Period of Initial Eligibility* (PIE) when transferring to a Faculty/Staff title. The following benefits bolded and Italicized are only available during the initial PIE to employees and are not available during the Open Enrollment period:

Full Benefits	Mid-level Benefits	CORE Benefits
Medical	Medical	CORE Medical only
Dental	N/A	N/A
Vision	N/A	N/A
<i>Short Term Disability</i>	N/A	N/A
<i>Supplemental Disability</i>	N/A	N/A
<i>Supplemental Life Insurance</i>	<i>Supplemental Life Insurance</i>	N/A
<i>Basic Dependent Life</i>	<i>Basic Dependent Life</i>	N/A
<i>Expanded Dependent Life</i>	<i>Expanded Dependent Life</i>	N/A
Accidental Death & Dismemberment (AD & D)	Accidental Death & Dismemberment (AD & D)	Accidental Death & Dismemberment (AD & D)
Legal Plan*	Legal Plan*	Legal Plan*
Auto & Homeowner/Renters	Auto & Homeowner/Renters	N/A
Health Flexible Spending Account	Health Flexible Spending Account	Health Flexible Spending Account
Dependent care Flexible Spending Account	Dependent care Flexible Spending Account	Dependent care Flexible Spending Account
Tax Savings on Insurance Premiums (TIP)	Tax Savings on Insurance Premiums (TIP)	Tax Savings on Insurance Premiums (TIP)

Please note: Some plans may be available during a subsequent PIE created as a result of a qualifying event. Please refer to the current Your Group Insurance Plan booklet under Family Changes for more information. In addition, members must re-enroll in the Health & Dependent Care Flexible Spending Accounts every year if they want to continue participation.

*The legal plan is available occasionally during Open Enrollment but is not open every year

If you have any questions please contact Shirley Silveira in the HR Benefits Unit at (510)-642-1623 or email her at sas@berkeley.edu