

April 2, 2014

For information regarding [ANR Staff Personnel](#) visit our webpage!

## W-2 Information

### C, D, & R

Tax time is here! The deadline to file 2013 tax returns is Tues., April 15, 2014. If you have not received your W-2, and cannot access it on the At Your Service Online website (<https://atyourserviceonline.ucop.edu/ayso/>), please see the following link to Central Payroll <http://payroll.ucdavis.edu/W2info.cfm>. The information found there applies to both current and former employees. You may also contact payroll directly at (530) 752-7750 or by email at [ppshelp@ucdavis.edu](mailto:ppshelp@ucdavis.edu). If you need additional assistance please contact the E Service at [ANRStaffPersonnel@ucanr.edu](mailto:ANRStaffPersonnel@ucanr.edu).

Mary Roberts  
Human Resources Analyst

## ANR Unit Key

If we use one of the below icons in the article, then the information in that article will apply specifically to those units.

**A** = All Units  
**C** = UCCE  
**D** = Davis Units  
**O** = Oakland Units  
**R** = RECS

## Information for Retirees

### A

#### Annual Annuitant COLA for UCRP and UC-PERS Plus 5 Plan Members

For the following Retirement or Disability Dates, the July 1, 2014 cost-of-living adjustment (COLA) rate for UCRP and UC-PERS Plus 5 Plan Members or benefit recipients will be:

On or before July 1, 2006 (inclusive)	<b>2.00%</b>
July 2, 2006 to July 1, 2008 (inclusive)	<b>1.50%</b>
July 2, 2008 to July 1, 2009 (inclusive)	<b>1.98%</b>
July 2, 2009 to July 1, 2011 (inclusive)	<b>2.00%</b>
July 2, 2011 to July 1, 2012 (inclusive)	<b>1.84%</b>
July 2, 2012 to July 1, 2013 (inclusive)	<b>1.50%</b>

#### Incremental Adjustment to HAPC for Inactive UCRP Members

Inactive UCRP Members, as of July 1, 2013, will have their Highest Average Plan Compensation (HAPC) adjusted at their Retirement Date. The incremental adjustment applicable to July 1, 2013 is as follows:

#### **Date of Inactive Membership:**

On or before July 1, 2007 (inclusive)	– incremental adjustment: <b>2.00%</b>
July 2, 2007 to July 1, 2009 (inclusive)	– incremental adjustment: <b>1.50%</b>
July 2, 2009 to July 1, 2010 (inclusive)	– incremental adjustment: <b>1.98%</b>
July 2, 2010 to July 1, 2012 (inclusive)	– incremental adjustment: <b>2.00%</b>
July 2, 2012 to July 1, 2013 (inclusive)	– incremental adjustment: <b>1.84%</b>
July 2, 2013 to July 1, 2014 (inclusive)	– incremental adjustment: <b>1.50%</b>

Beginning April 1, 2014, the updated 2014 Inactive COLA information will be used in calculations in the Retirement Tool and Estimator effective for retirements July 1, 2014 and later. If you have questions, please contact the Retirement Administration Service Center (RASC) at 1-800-888-8267 or via the RASC Customer Service Center online form available at <https://secure.ucop.edu/secureapps/aycs/csform.html>.

Tameka Primm  
Human Resources Analyst

## SPU Spotlight – Tina Perez

A



**How long have you worked for UC:**  
**31 years**

**How long have you been working with ANR:**  
**3 years**

**What do you do in ANR:**

**I work in the Staff Personnel Unit (SPU) as a Human Resources Analyst. My work assignments consists of Recruitments, Classification Reviews, Various Type of Leaves, Layoffs, Compensation and anything else that is requested of me.**

**What do you like most about your job:**

**I like helping people. The satisfaction I get is starting something and seeing it through to completion.**

**What do you like least about your job:**

**Layoffs, knowing employees will be laid off and the hardship it causes.**

**If you were to meet one famous person (dead or alive) who would it be:**

**I would like to meet Oprah Winfrey. She is such a giving person.**

Tina Perez  
Human Resources Analyst

## ANR Staff Personnel Unit – In Flux

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The Staff Personnel Unit is in flux, we are not fully staffed and are requesting your assistance and patience during this time. An analyst will communicate with you the expected timelines for completion when you submit your requests to the [ANRstaffpersonnel@ucdavis.edu](mailto:ANRstaffpersonnel@ucdavis.edu) inbox.

ANR Human Resources

## Jamie Smith - Farewell

A

I first began my career with UC Agriculture and Natural Resources in April 2009 where I was recruited as an Administrative Assistant after graduating with the University of California, Davis. I experienced a wonderful and encouraging environment while working with ANR which developed my professional life and enhanced my personal life. After some welcome and exciting life events, I have chosen to resign from my position as Human Resources Generalist after enjoying a successful career with ANR. I am going to miss the wonderful colleagues I have had the fortune to work with and will take this valuable experience with me as I embark on the next stage.

Jamie Smith  
Human Resources Analyst

## Career Tracks Goes Live for ANR May 1<sup>st</sup>

C, D, & R

Last year we introduced the Career Tracks job structure initiative for all non-represented employees. Career Tracks will eliminate our outdated job structure and replace it with a more transparent classification system that will support career planning within ANR and across all UC locations, and align with the external labor market. Career Tracks has already been implemented at Berkeley, Merced, and the Office of the President. Davis, Riverside and others are also in the process of implementing Career Tracks. The most important thing to keep in mind is that Career Tracks will not affect job duties, working title or current base pay. Your managers and supervisors will be communicating the new structure with you as soon as the program is implemented.

Look for webinar announcements in the upcoming ANR Report.

Bethanie Brown  
Human Resources Supervisor

## Special Request

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Please submit special request for upcoming articles in the monthly HR FAQs to [ANRStaffPersonnel@ucanr.edu](mailto:ANRStaffPersonnel@ucanr.edu). We cannot include every request received, but each request will be given equal consideration. If your topic is chosen, we will contact you following the review.

Jennifer Plowman  
Human Resources Assistant