

Department Benefits Representative Acronyms & Abbreviations

| Acronym | Title |
|-------------|---|
| ACA | Affordable Care Act |
| AD | Adult Dependent |
| AD&D | Accidental Death & Dismemberment |
| AYSO | At Your Service Online |
| ВОВ | Benefits of Belonging |
| CAP | Capital Accumulation Provision |
| CFRA | California Family Rights Act |
| COBRA | Consolidated Omnibus Budget Reconciliation Act |
| DBR | Department Benefits Representative |
| DCP | Defined Contribution Plan |
| DEPCARE FSA | Dependent Care Flexible Spending Account |
| EE | Employee |
| EOI | Evidence of Insurability |
| FMLA | Family Medical Leave Act |
| GIR | Group Insurance Regulations |
| GPA | Garnett-Powers & Associates |
| HAPC | Highest Average Plan Compensation |
| HFSA | Health Flexible Spending Account |
| HIPPA | Health Insurance Portability and Accountability Act |
| НМО | Health Maintenance Organization |
| HSA | Health Savings Account |
| HSP | Health Savings Plan |
| ILOC | Involuntary Loss of Coverage |

| Acronym | Title |
|---------|--|
| LWOP | Leave Without Pay |
| LWP | Leave With Pay |
| NEBO | New Employee Benefits Orientation |
| OE | Open Enrollment |
| PDL | Pregnancy Disability Leave |
| PERS | Public Employee Retirement System |
| PIE | Period of Initial Eligibility |
| PPO | Preferred Provider Organization |
| PPS | Payroll/Personnel System |
| SPD | Summary Plan Description |
| SRA | Salary Reduction Agreement |
| TIP | Tax Savings on Insurance Premiums |
| UCOP | University of California Office of the President |
| UCRP | University of California Retirement Plan |
| UCRS | University of California Retirement System |
| VSP | Vision Service Plan |
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