



To: University of San Francisco Faculty and Staff
From: Office of Human Resources
Date: December 20, 2010
Re: California Voluntary Plan Benefits - Year 2011

This memo is to notify you of changes occurring in **2011** that will affect the USF Voluntary Plan. The employee contribution rate **will increase**; however the taxable wage base and the maximum weekly benefit amount **will remain the same**.

The **State SDI** rate of employee contributions required by the State **will increase from 1.1% to 1.2%** of taxable wages. The taxable wage base **will remain \$93,316**. This means an employee's **2011** maximum annual contribution **will increase** from \$1,026.48 to **\$1,119.79**.

University of San Francisco

The USF Voluntary Plan mirrors the State employee contribution rate and **will increase to 1.2%** of taxable wages. This means USF Voluntary Plan employee's **2011** maximum annual contribution **will increase** from \$1,026.48 to **\$1,119.79**.

Maximum Benefit:

Both the State Disability Insurance (SDI) Plan and the USF Voluntary Plan maximum weekly benefit **will remain \$987** per week.

Paid Family Leave Benefits under the USF Voluntary Plan will be paid the same amount as the maximum and minimum weekly Disability benefit under the Voluntary Plan.

REGULATORY CHANGES – 2011

1. AB 2188 - Nurse Practitioner has been added to those who can certify Disability under SDI/VP

Practitioner means a person duly licensed or certified in California acting within the scope of his or her license or certification who is a dentist, podiatrist, or a nurse practitioner, and in the case of a nurse practitioner, after performance of a physical examination by a nurse practitioner and collaboration with a physician and surgeon, or as to normal pregnancy or childbirth, a midwife, nurse midwife or nurse practitioner.

2. AB2538 - Excludes Vocational Rehabilitation Maintenance Allowance (VRMA) from the definition of "other benefits" for the purposes of determining eligibility for disability benefits.

If you have any questions about this new Voluntary Plan benefit or your disability benefits in general, or if you wish to withdraw from the Voluntary Plan and enroll into the State Disability Plan, please contact Human Resources no later than **January 10, 2011**