To: University of San Francisco Faculty and Staff  
From: Human Resources Benefits Team  
Date: December 20, 2015  
Re: California Voluntary Plan Benefits - Year 2016

The State announced that effective January 1, 2016, the State Disability Insurance Plan tax rate will remain 0.9% and the taxable wage base will increase to $106,742 of an employee’s annual earnings. The maximum annual deduction will increase to $960.68. The State Disability Insurance Plan maximum weekly benefit will increase to $1,129.

As you are aware, all of our California employees are covered by our improved Self-Insured California Voluntary Disability Plan, which is a State, approved replacement for your participation in the State Plan. Effective January 1, 2016, the following provisions will take affect for our improved Self-Insured California Voluntary Disability Plan:

**Contribution Rate:**

The USF Voluntary Plan mirrors the State employee contribution rate will be 0.9% of the taxable wage base of $106,742. This means USF Voluntary Plan employee’s 2016 maximum annual contribution will increase to $960.68.

**Maximum Benefit:**

The USF Voluntary Plan maximum weekly benefit for which an Employee is covered under the Plan will be 60% of current Earnings to a maximum of $1,129 per week subject to a minimum of $50 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.

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 Benefits Team no later than January 10, 2016.