To: University of San Francisco Faculty and Staff  
From: Human Resources  
Date: December 20, 2023  
Re: Annual Notice: CA Voluntary Disability Insurance Plan - Year 2024

All California employees are required to participate in a short-term disability plan. Upon hire, all California employees are automatically enrolled in the University of San Francisco’s Voluntary Disability Insurance Plan (VDI). The Plan, administered by the University, provides short-term Disability and Paid Family Leave benefits instead of through the state-administered California State Disability Insurance (CA SDI) Plan.

Effective January 1, 2024, the following provisions will take affect for the University’s VDI plan.

**Contribution Rate:**

There will be no change to the employee contribution for 2024. The contribution rate will remain at 0.8% of the first $153,164 of an employee’s annual earnings. The maximum contribution will be $1,225.31.

**Maximum Benefit:**

The USF VDI Plan pays Disability and Paid Family Leave benefits. The maximum weekly benefit will remain at 60% of **current Earnings up to a maximum of $1,620 per week**, subject to a minimum of $50 per week. If your weekly wages are less than the state average weekly wage (AWW) then the maximum weekly benefit will be 70% of current Earnings. In either case you will never receive benefits less than that of the State Disability Insurance Weekly Benefit Amount (WBA).

There is a seven-calendar day waiting period for Disability benefits. There is no waiting period for Paid Family Leave benefits.

**This notice requires no action.** However, if you choose to withdraw from USF’s VDI Plan and enroll in the CA SDI Plan, please contact leaves@usfca.edu **no later than January 10, 2024.**

**For comparison, the CA SDI Plan will have the following changes effective January 1, 2024:**

- The contribution rate will be 1.1% of an employee’s annual earnings.
- There is no maximum employee contribution.
- The weekly benefit will remain at $1,620.

If you have questions about the VDI Plan, please contact leaves@usfca.edu.