To: University of San Francisco Faculty and Staff  
From: Human Resources Benefits Team  
Date: November 1, 2021  
Re: California Voluntary Plan Benefits - Year 2022

The University of San Francisco’s Voluntary Disability Insurance Plan (VDI) gives you short–term disability coverage under a plan administered by the university instead of through the state-administered California State Disability Insurance (SDI). This memo is to notify you of changes to the VDI plan for the 2022 calendar year.

The State announced that effective January 1, 2022, the State Disability Insurance Plan tax rate will remain at 1.1% and the taxable wage base will increase to $145,600 of an employee’s annual earnings. The maximum annual deduction will increase to $1,601.60. The State Disability Insurance Plan maximum weekly benefit will increase to $1,540.

**Effective January 1, 2022, the following provisions will take affect for the University’s Self-Insured California Voluntary Disability Plan:**

**Contribution Rate:**

The employee contribution for 2022 under the voluntary plan will be 0.50% of the first $145,600 of your calendar year earnings with the University. Your cost for the VDI plan effective January 1, 2022 is 0.50% of the first $145,600 of annual earnings (or a maximum contribution of $728).

**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 $1,540 per week subject to a minimum of $50 per week. However, 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).

**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. There is no waiting period for Paid Family Leave.

If you have any questions about this 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, 2022.