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SR82389
Short-Term Disability 2009 Rate Change

Objective:

Rate change for Short-Term Disability

Project Type:

PPS Modification

Requested by:

HR&B/Payroll Coordination and Tax Services

Analyst

Shaun Ruiz

Due Date

The requested modifications are Date Mandated.

The rate change is effective January 1, 2009 and should be released to the campuses with the other 2009 arrears plan changes.

Purpose

The purpose of this document is to request that the existing rate for the short-term disability plan be changed. The new rate should be in place with the other arrears changes effective January 1, 2009.

Table Updates

The Benefits Rate Table for Short-Term Disability (UC-TD Rate) should be modified to reflect the new rate.

Attachment A contains the 2009 Payroll Rate.

Attachment B contains the Benefits Rates Table Form (UPAY676A) reflecting the new rate.

The requested modifications are Date Mandated. The new rate is effective January 1, 2009 and should be released to the campuses with the other 2009 arrears plan changes.

DISABILITY

The Liberty Mutual Disability Insurance Plan is not open during open enrollment.

SHORT-TERM DISABILITY (UPD)**RATES**

Premiums will increase from \$6.13 per employee per month (PEPM) in 2008 to \$6.71 PEPM in 2009.

BENEFITS

There will be no benefit changes in 2009.

SUPPLEMENTAL DISABILITY (EPD)**RATES**

Employee premiums for 2009 are increasing approximately 15%.
There will be the regular January 1 update for age and salary.

<u>Age</u>	WAITING PERIOD			
	<u>7 days</u>	<u>30 days</u>	<u>90 days</u>	<u>180 days</u>
<35	0.0073	0.0026	0.0024	0.0009
35-39	0.0077	0.0029	0.0025	0.0012
40-44	0.0086	0.0037	0.0030	0.0019
45-49	0.0095	0.0044	0.0037	0.0024
50-54	0.0118	0.0054	0.0046	0.0036
55-59	0.0140	0.0078	0.0066	0.0058
60-64	0.0195	0.0129	0.0110	0.0105
65-69	0.0172	0.0101	0.0086	0.0077
70&up	0.0131	0.0056	0.0048	0.0030

