

**University of California – Payroll Expense Staff Benefits Rate Chart
2009 – 2013**

Health and Welfare

Description	Object Code	Rates					
		2009	2010	2011	2012	2013	
Medicare Part B	8540	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	
		96.40	96.40	96.40	96.40	99.90	
		<u>7/2008</u>	<u>7/2009</u>	<u>7/2010</u>	<u>7/2011</u>	<u>7/2012</u>	<u>1/2013</u>
OPEB	8231	3.09	3.12	3.31	3.51	3.72	1.80
Benefits Administrative Rate	8995	0.16	0.16	0.17	0.17	0.17	0.17
Total		3.25	3.28	3.48	3.68	3.89	1.97
Employer Paid Temporary Disability	8800	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	
		6.71	6.71	6.71	6.71	6.71	
Employer Paid Life Insurance – Basic Life	8980	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	
		4.34	4.34	4.34	4.34	4.34	
Employer Paid Life Insurance – Core Life	8560	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	
		0.47	0.47	0.47	0.47	0.47	

UC Retirement System

Description	Object Code	Rates				
		4/2010	5/2010	7/2011	7/2012	7/2013
UCRP - Contribution	8600					
Employee with FICA		2.0	4.0	7.0	10.0	12.0
Employee without FICA		2.0	4.0	7.0	10.0	12.0
Employee Tier Two with FICA		2.0	4.0	3.5	5.0	6.0
Employee Tier Two without FICA		2.0	4.0	3.5	5.0	6.0
Employee Safety		2.0	4.0	7.0	10.0	12.0
Tier Two Safety		2.0	4.0	3.5	5.0	6.0

Other Retirement Systems

Description	Object Code		Rates			
	8700	7/2008	7/2009	7/2010	7/2011	7/2012
Public Employee' Retirement System (PERS)						
		16.574	16.917	19.922	18.175	20.503

Social Security

Description	Object Code		Rates			
	8300	2009	2010	2011	2012	2013
OASDI						
Covered Wages		106,800	106,800	106,800	110,100	113,700
OASDI Employee Contribution Rate		6.2%	6.2%	4.2%	4.2%	6.2%
OASDI Employer Contribution Rate		6.2%	6.2%	6.2%	6.2%	6.2%
Maximum OASDI Tax		6,621.60	6,621.60	4,485.60	4,624.20	7,049.40
MEDICARE	8310	2009	2010	2011	2012	2013
Covered Wages		No Cap	No Cap	No Cap	No Cap	No Cap
Medicare Employee Contribution Rate		1.45%	1.45%	1.45%	1.45%	1.45%/2.35%*
Medicare Employer Contribution Rate		1.45%	1.45%	1.45%	1.45%	1.45%
Maximum Medicare Tax		No Cap	No Cap	No Cap	No Cap	No Cap

*2.35% on wages over \$200K

Workers' Compensation

Accrual Rates per \$100 payroll

Campus	7/2008	7/2009	7/2010	7/2011	7/2012
Berkeley	0.96	0.80	0.68	0.61	0.73
ANR-Berkeley			0.68	0.61	0.73
Davis	0.62	0.57	0.55	0.56	0.51
ANR-Davis			0.55	0.56	0.51
Irvine	0.50	0.41	0.39	0.34	0.33
Los Angeles	0.87	0.88	0.96	0.88	0.83
Los Angeles NPH	4.33	3.84	3.08	1.96	1.51
Merced	0.31	0.29	0.27	0.35	0.50
Riverside	0.98	0.81	0.57	0.59	0.61
ANR-Riverside			0.57	0.59	0.61
San Diego	0.57	0.45	0.48	0.52	0.57
San Diego CSSD	N/A	1.92			
San Francisco	0.66	0.63	0.57	0.57	0.49
San Francisco LPPI	1.08	1.53	1.50	1.61	1.20
Santa Barbara	0.72	0.74	0.77	0.75	0.73
Santa Cruz	1.18	0.92	0.86	0.83	0.84
Office of the President	0.48	0.45	0.45	0.38	0.43
ANR-OP			0.45	0.38	0.43

Medical Centers	7/2008	7/2009	7/2010	7/2011	7/2012
Davis	1.22	1.05	0.90	0.84	0.84
Irvine	2.17	2.02	2.14	2.16	2.22
Los Angeles	2.03	2.06	2.26	2.16	1.91
San Diego	2.06	1.68	1.69	1.76	1.57
San Francisco	2.34	2.22	2.26	1.96	1.46

Laboratories	7/2008	7/2009	7/2010	7/2011	7/2012
Lawrence Berkeley Lab	0.59	0.63	0.65	0.67	0.58

Health and Welfare – Medical Insurance for Employees in Pay Band 1

Description	Object Code		Rates			
	8900	2009 46,000 and Under	2010 46,000 and Under	2011 47,000 and Under	2012 48,000 and Under	2013 50,000 and Under
Health Net Blue And Gold						
Single Party				496.50	539.99	558.21
Adult plus Child(ren)				834.03	907.09	939.89
Two Adults				999.78	1,087.35	1,124.04
Family				1,396.98	1,519.34	1,570.62
Health Net HMO						
Single Party		414.19	467.46	496.50	539.99	558.21
Adult plus Child(ren)		745.56	841.43	893.70	971.98	1,004.78
Two Adults		834.12	941.30	999.78	1,087.35	1,124.04
Family		1,165.47	1,315.27	1,396.98	1,519.34	1,570.61
Kaiser Permanente – CA						
Single Party		394.37	420.36	457.99	496.32	503.23
Adult plus Child(ren)		710.49	756.65	824.38	893.37	905.81
Two Adults		829.91	882.76	961.78	1,042.27	1,056.79
Family		1,145.77	1,219.04	1,328.17	1,439.33	1,459.38
Anthem Blue Cross Plus						
Single Party		414.19	467.46	496.50	539.99	558.21
Adult plus Child(ren)		745.56	841.43	893.70	971.98	1,004.78
Two Adults		834.12	941.30	999.78	1,087.35	1,124.04
Family		1,165.47	1,315.27	1,396.98	1,519.34	1,570.61
Anthem Blue Cross (PPO)						
Single Party		414.19	467.46	496.50	539.99	558.21
Adult plus Child(ren)		745.56	841.43	893.70	971.98	1,004.78
Two Adults		834.12	941.30	999.78	1,087.35	1,124.04
Family		1,165.47	1,315.27	1,396.98	1,519.34	1,570.61
Western Health Advantage						
Single Party		384.13	412.45	451.17	505.32	523.36
Adult plus Child(ren)		692.06	742.41	812.10	909.57	942.05
Two Adults		808.41	866.15	947.45	1,061.17	1,099.06
Family		1,116.07	1,196.10	1,308.39	1,465.43	1,517.74

	2009 46,000 and Under	2010 46,000 and Under	2011 47,000 and Under	2012 48,000 and Under	2013 50,000 and Under
CORE Major Medical					
Single Party	50.00	63.76	70.70	98.05	112.21
Adult plus Child(ren)	90.00	114.77	127.26	176.49	201.98
Two Adults	106.00	133.90	148.47	205.91	235.64
Family	146.00	184.90	205.03	284.35	325.41
Kaiser Permanente – Mid-Atlantic					
Single Party	386.56	431.00			
Adult plus Child(ren)	695.82	775.80			
Two Adults	770.87	870.05			
Family	1,080.12	1,219.05			
Kaiser Umbrella					
Single Party	386.56	436.25	463.35	503.94	522.16
Adult plus Child(ren)	695.82	785.25	834.03	907.09	939.89
Two Adults	770.87	870.05	924.10	1,005.05	1,041.74
Family	1,080.12	1,219.05	1,294.78	1,408.20	1,459.47
Anthem Lumenos PPO with HRA					
Single Party			443.59	476.97	442.46
Adult plus Child(ren)			798.47	858.54	796.42
Two Adults			924.10	995.04	922.57
Family			1,280.34	1,376.62	1,276.54
CIGNA					
Single Party	386.56	436.25			
Adult plus Child(ren)	695.82	785.25			
Two Adults	770.87	870.05			
Family	1,080.12	1,219.05			

Health and Welfare – Medical Insurance for Employees in Pay Band 2

Description	Object Code	Rates				
		2009	2010	2011	2012	2013
Health Net Blue And Gold	8900	46,001	46,001	47,001	48,001	50,001
		to 92,000	to 92,000	to 93,000	to 96,000	to 98,000
Single Party				463.35	503.94	522.16
Adult plus Child(ren)				834.03	907.09	939.89
Two Adults				924.10	1,005.05	1,041.74
Family				1,294.78	1,408.20	1,459.47
Health Net HMO						
Single Party		386.56	436.25	463.35	503.94	522.16
Adult plus Child(ren)		695.82	785.25	834.03	907.09	939.89
Two Adults		770.87	870.05	924.10	1,005.05	1,041.74
Family		1,080.12	1,219.05	1,294.78	1,408.20	1,459.47
Kaiser Permanente – CA						
Single Party		366.53	389.15	424.84	460.27	467.18
Adult plus Child(ren)		660.37	700.47	764.71	828.48	840.92
Two Adults		766.18	811.51	886.10	959.97	974.49
Family		1,059.77	1,122.82	1,225.97	1,328.19	1,348.24
Anthem Blue Cross Plus (BC)						
Single Party		386.56	436.25	463.35	503.94	522.16
Adult plus Child(ren)		695.82	785.25	834.03	907.09	939.89
Two Adults		770.87	870.05	924.10	1,005.05	1,041.74
Family		1,080.12	1,219.05	1,294.78	1,408.20	1,459.47
Anthem Blue Cross (PPO)						
Single Party		386.56	436.25	465.35	503.94	522.16
Adult plus Child(ren)		695.82	785.25	834.03	907.09	939.89
Two Adults		770.87	870.05	924.10	1,005.05	1,041.74
Family		1,080.12	1,219.05	1,294.78	1,408.20	1,459.47
Western Health Advantage						
Single Party		356.29	381.24	418.02	469.27	487.31
Adult plus Child(ren)		641.94	686.23	752.43	844.68	877.16
Two Adults		744.68	794.90	871.77	978.87	1,016.76
Family		1,030.07	1,099.88	1,206.19	1,354.29	1,406.60

	2009 46,001 to 92,000	2010 46,001 to 92,000	2011 47,001 to 93,000	2012 48,001 to 96,000	2013 50,001 to 98,000
Two Adults	744.68	794.90	871.77	978.87	1,016.76
Family	1,030.07	1,099.88	1,206.19	1,354.29	1,406.60
CORE Major Medical					
Single Party	50.00	63.76	70.70	98.05	112.21
Adult plus Child(ren)	90.00	114.77	127.26	176.49	201.98
Two Adults	106.00	133.90	148.47	205.91	235.64
Family	146.00	184.90	205.03	284.35	325.41
Kaiser Permanente – Mid-Atlantic					
Single Party	386.56	431.00			
Adult plus Child(ren)	695.82	775.80			
Two Adults	770.87	870.05			
Family	1,080.12	1,219.05			
Kaiser Umbrella					
Single Party	386.56	436.25	463.35	503.94	522.16
Adult plus Child(ren)	695.82	785.25	834.03	907.09	939.89
Two Adults	770.87	870.05	924.10	1,005.05	1,041.74
Family	1,080.12	1,219.05	1,294.78	1,408.20	1,459.47
Anthem Lumenos PPO with HRA					
Single Party			443.59	476.97	442.46
Adult plus Child(ren)			798.47	858.54	796.42
Two Adults			924.10	995.04	922.57
Family			1,280.34	1,376.62	1,276.54
CIGNA					
Single Party	386.56	436.25			
Adult plus Child(ren)	695.82	785.25			
Two Adults	770.87	870.05			
Family	1,080.12	1,219.05			

Health and Welfare – Medical Insurance for Employees in Pay Band 3

Description	Object Code	Rates				
		2009	2010	2011	2012	2013
	8900	92,001	92,001	93,001	96,001	98,001
Health Net Blue And Gold		to 137,000	to 137,000	to 140,000	to 144,000	to 147,000
Single Party				429.33	466.94	485.16
Adult plus Child(ren)				772.79	840.49	873.29
Two Adults				856.28	931.29	967.98
Family				1,199.74	1,304.84	1356.11
Health Net HMO						
Single Party		358.38	404.22	429.33	466.94	485.16
Adult plus Child(ren)		645.09	727.60	772.79	840.49	873.29
Two Adults		714.67	806.19	856.28	931.29	967.98
Family		1,001.38	1,129.57	1,199.74	1,304.84	1356.11
Kaiser Permanente – CA						
Single Party		338.10	357.12	390.82	423.27	430.18
Adult plus Child(ren)		609.19	642.82	703.47	761.88	774.32
Two Adults		709.49	747.65	818.28	886.21	900.73
Family		980.34	1,033.34	1,130.93	1,224.83	1244.48
Anthem Blue Cross Plus						
Single Party		358.38	404.22	429.33	466.94	485.16
Adult plus Child(ren)		645.09	727.60	772.79	840.49	873.29
Two Adults		714.67	806.19	856.28	931.29	967.98
Family		1,001.38	1,129.57	1,199.74	1,304.84	1356.11
Anthem Blue Cross (PPO)						
Single Party		358.38	404.22	429.33	466.94	485.16
Adult plus Child(ren)		645.09	727.60	772.79	840.49	873.29
Two Adults		714.67	806.19	856.28	931.29	967.98
Family		1,001.38	1,129.57	1,199.74	1,304.84	1356.11
Western Health Advantage						
Single Party		327.86	349.21	384.00	432.27	450.31
Adult plus Child(ren)		590.76	628.58	691.19	778.08	810.56
Two Adults		687.99	731.04	803.95	905.11	943.00
Family		950.64	1,010.40	1,111.15	1,250.93	1,303.24

	2009 92,001 to 137,000	2010 92,001 to 137,000	2011 93,001 to 140,000	2012 96,001 to 144,000	2013 98,001 To 147,000
CORE Major Medical					
Single Party	50.00	63.76	70.70	98.05	112.21
Adult plus Child(ren)	90.00	114.77	127.26	176.49	201.98
Two Adults	106.00	133.90	148.47	205.91	235.64
Family	146.00	184.90	205.03	284.35	325.41
Kaiser Permanente – Mid-Atlantic					
Single Party	358.38	398.97			
Adult plus Child(ren)	645.09	718.15			
Two Adults	714.67	806.19			
Family	1,001.38	1,129.57			
Kaiser Umbrella					
Single Party	358.38	404.22	429.33	466.94	485.16
Adult plus Child(ren)	645.09	727.60	772.79	840.49	873.29
Two Adults	714.67	806.19	856.28	931.29	967.98
Family	1,001.38	1,129.57	1,199.74	1,304.84	1356.11
Anthem Lumenos PPO with HRA					
Single Party			409.57	439.97	405.46
Adult plus Child(ren)			737.23	791.94	729.82
Two Adults			856.28	921.28	848.81
Family			1,185.30	1,273.26	1173.18
CIGNA					
Single Party	358.38	404.22			
Adult plus Child(ren)	645.09	727.60			
Two Adults	714.67	806.19			
Family	1,001.38	1,129.57			

Health and Welfare – Medical Insurance for Employees in Pay Band 4

Description	Object Code		Rates			
	8900	2009 Over 137,000	2010 Over 137,000	2011 Over 140,000	2012 Over 144,000	2013 Over 147,000
Health Net Blue And Gold						
Single Party				394.11	428.63	446.85
Adult plus Child(ren)				709.39	771.53	804.33
Two Adults				786.02	854.87	891.56
Family				1,101.31	1,197.77	1249.04
Health Net HMO						
Single Party		328.64	371.06	394.11	428.63	446.85
Adult plus Child(ren)		591.56	667.91	709.39	771.53	804.33
Two Adults		655.55	740.04	786.02	854.87	891.56
Family		918.47	1,036.89	1,101.31	1,197.77	1249.04
Kaiser Permanente – CA						
Single Party		307.58	323.96	355.60	384.96	391.87
Adult plus Child(ren)		554.26	583.13	640.07	692.92	705.36
Two Adults		648.82	681.50	748.02	809.79	824.31
Family		895.26	940.66	1,032.50	1,117.76	1137.81
Anthem Blue Cross Plus						
Single Party		328.64	371.06	394.11	428.63	446.85
Adult plus Child(ren)		591.56	667.91	709.39	771.53	804.33
Two Adults		655.55	740.04	786.02	854.87	891.56
Family		918.47	1,036.89	1,101.31	1,197.77	1249.04
Anthem Blue Cross (PPO)						
Single Party		328.64	371.06	394.11	428.63	446.85
Adult plus Child(ren)		591.56	667.91	709.39	771.53	804.33
Two Adults		655.55	740.04	786.02	854.87	891.56
Family		918.47	1,036.89	1,101.31	1,197.77	1249.04
Western Health Advantage						
Single Party		297.34	316.05	348.78	393.96	412.00
Adult plus Child(ren)		535.83	568.89	627.79	709.12	741.60
Two Adults		627.32	664.89	733.69	828.69	866.58
Family		865.56	917.72	1,012.72	1,143.86	1,196.17

	2009 Over 137,000	2010 Over 137,000	2011 Over 140,000	2012 Over 144,000	2013 Over 147,000
CORE Major Medical					
Single Party	50.00	63.76	70.70	98.05	112.21
Adult plus Child(ren)	90.00	114.77	127.26	176.49	201.98
Two Adults	106.00	133.90	148.47	205.91	235.64
Family	146.00	184.90	205.03	284.35	325.41
Kaiser Permanente – Mid-Atlantic					
Single Party	328.64	365.81			
Adult plus Child(ren)	591.56	658.46			
Two Adults	655.55	740.04			
Family	918.47	1,036.89			
Kaiser Umbrella					
Single Party	328.64	371.06	394.11	428.63	446.85
Adult plus Child(ren)	591.56	667.91	709.39	771.53	804.33
Two Adults	655.55	740.04	786.02	854.87	891.56
Family	918.47	1,036.89	1,101.31	1,197.77	1249.04
Anthem Lumenos PPO with HRA					
Single Party			374.35	401.66	367.15
Adult plus Child(ren)			673.83	722.98	660.86
Two Adults			786.02	844.86	772.39
Family			1,086.87	1,166.19	1066.11
CIGNA					
Single Party	328.64	371.06			
Adult plus Child(ren)	591.56	667.91			
Two Adults	655.55	740.04			
Family	918.47	1,036.89			

Dental/Vision Plans

Dental Plans

Delta Dental PPO	8540	2009	2010	2011	2012	2013
Single Party		41.49	42.40	43.96	43.96	43.66
Adult plus Child(ren)		84.71	86.55	90.65	90.65	90.00
Two Adults		77.94	79.63	82.59	82.59	82.00
Family		138.69	141.68	148.19	148.19	147.11
DeltaCare USA	8950					
Single Party		20.50	22.38	22.38	22.38	22.16
Adult plus Child(ren)		35.33	38.58	39.03	39.03	38.64
Two Adults		35.18	38.41	38.41	38.41	38.03
Family		50.02	54.62	55.07	55.07	54.52

Vision

Vision Service Plan	8540	2009	2010	2011	2012	2013
Single Party		13.45	13.45	13.58	11.76	12.11
Adult plus Child(ren)		13.45	13.45	13.58	11.76	12.11
Two Adults		13.45	13.45	13.58	11.76	12.11
Family		13.45	13.45	13.58	11.76	12.11