



# UC San Diego

## Policy & Procedure Manual

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### BUDGET

#### Section: 380-6 SUPPLEMENT I

Effective: 03/01/2003

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### SUPPLEMENT I

#### UC San Diego Campus Budget Office Employee Benefits Rates Components Rates as of July 1, 2010

#### Composite Benefits Planning Rates

Variable Costs	Academic	Staff
Annuitant Health/Dental Program (inc. Admin)	3.48%	3.48%
Employee Incentive Awards Program	n/a	0.39%
Employees Support Program *	0.23%	0.23%
Medicare	1.45%	1.45%
OASDI	6.20%	6.20%
UC Retirement Plan	4.00%	4.00%
Unemployment Insurance **	0.46%	0.46%
Worker's Compensation Insurance *	0.58%	0.58%
<b>Total Variable Rates</b>	<b>16.4%</b>	<b>16.8%</b>
Fixed Costs		
Dental Plan	0.85%	1.60%
Health Plan	8.30%	15.70%
Life Insurance (Employer Paid)	0.05%	0.09%
Non-Industrial Disability Insurance	0.07%	0.12%
Vision Plan	0.14%	0.27%
<b>Total Fixed Rates</b>	<b>9.4%</b>	<b>17.8%</b>
<b>Total Composite Benefits Rates</b>	<b>25.8%</b>	<b>34.6*</b>

\* Medical Center – substitute the following rates:

Employee Support Program	0.12%
Worker's Compensation Insurance	1.99%

\*\* Unemployment Insurance – substitute by fund source (see PPM [395-10](#)):

General Fund	0.06%
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**University of California San Diego Policy – PPM 380 – 6 Supplement I  
 PPM 380 – 6 Supplement I UC San Diego Campus Budget Office Employee Benefits Rates  
 Components Rates as of July 1, 2010**

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Federal Funds	0.00%
Other Funds	0.55%

**Miscellaneous Special Rates** (add to applicable variable rate for total planning rate)

**Employees eligible for CORE benefits only**

CORE Health Insurance	2.18%
CORE Life Insurance (Employer Paid)	0.01%

<b>Postdoctoral Scholar Benefits Plans</b>	<b>Employees</b>	<b>Fellow/Paid Directs</b>
Dental Plan	0.36%	0.36%
Health Plan	19.90%	19.90%
Life Insurance (Employer Paid)	0.90%	0.90%
Non-Industrial Disability Insurance	0.17%	0.17%
Vision Plan	0.17%	0.17%
Worker's Compensation Insurance	0.58%	0.66%
	<b>22.1%</b>	<b>22.2%</b>