

Business Requirements Document

SR83971 Post Doc STD & WC Rate Updates for 2014

Information Technology Services

Office of the President

Document Information

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Revision History

Version	Issue Date	Changes
1.0	10/9/13	Initial Draft
1.1	10/14/13	B. Burkart – added UPAY

Document Approvals

Role	Name	Signature	Date
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1 Overview

The rates for the University's PostDoctoral Scholars Workers' Compensation Assessment and PostDoctoral Short-term Disability contribution are changing effective January 1, 2014. The new rates for the University's PostDoctoral Scholars Workers' Compensation Assessment and PostDoctoral Short-term Disability contribution are \$24.20 and \$9.80, respectively.

1.1 Background

The University provides 100% contribution on behalf of ALL postdoctoral scholars (employees-3252, fellows-3253 and paid-directs-3254) for Workers Compensation and Short-term Disability coverage as part of the PSBP.

1.2 Objectives

To update the rates for Post Doc Short-term Disability and Workers Comp for 2014.

1.3 Related Projects & Dependencies

The System Parameter Table must be updated to affect the expense distribution process for January 2014 earnings.

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1.4 Stakeholders

Acronym	Description	Role
*	Authorize	Has ultimate signing authority for any changes to the document
R	Responsible	Responsible for creating this document
A	Accountable	Accountable for accuracy of this document (e.g. project manager)
S	Supports	Provides supporting services in the production of this document
C	Consulted	Provides input
I	Informed	Must be informed of any changes

Name	Position	*	R	A	S	C	I
Shaun Ruiz	Payroll Coordinator	X					
Jaime Espinoza	Payroll Coordination Analyst		X	X			

1.5 Proposed Strategy

The System Parameter Table must be updated with the new rates. The changes must be available for campuses to update the tables after the processing of December 2013 earnings to affect January 2013 earnings.

See Attachment A - UPAY 559

1.6 Glossary

Term	Description
PPS	Payroll Personnel System
PSBP	PostDoctoral Scholar Benefits Plan

2 Product/Solution Scope

<This information can be referenced from the Project Charter>

2.1 Included in Scope

<This section is a brief description of the business area and services covered by the product or solution.>

2.2 Excluded from Scope

< This section is a brief description of the business areas and services not covered by the product or solution>

2.3 Assumptions & Constraints

ID	Assumption / Constraint
2.3.1	

2.4 Outstanding Items

ID	Description

3 Business Services and Processes

N/A

4 Business Rules

N/A

5 Business Requirements

5.1 User Requirements

5.2 Functional Requirements

Req ID	Requirement Type	Requirement Description	Priority [L/M/H]	Comments
R0001	Control Table	Update System Parameter 190 with the new PostDoctoral Scholars Short-term Disability rate.	H	
R0002	Control Table	Update System Parameter 192 with the new PostDoctoral Scholars Workers' Compensation rate.	H	

6 Non-Functional Requirements

N/A

7 External References

N/A

POSTDOCTORAL SCHOLAR BENEFIT PLANS

2014 Monthly Rates, University Contributions, & Postdoctoral Scholar Contributions Effective January 1, 2014

	<u>Total Monthly Premium</u>	<u>UC Contribution for Postdoc</u>	<u>Postdoc Contribution</u>
Medical HMO - Health Net, Group Number 66700A			
Postdoc only	\$472.65	\$463.20	\$9.45
Postdoc + child(ren)	\$827.21	\$810.67	\$16.54
Postdoc + partner	\$1,134.46	\$1,100.43	\$34.03
Postdoc + partner + child(ren)	\$1,441.68	\$1,398.43	\$43.25
Medical PPO - Health Net, Group Number N2982A			
Postdoc only	\$464.79	\$444.79	\$20
Postdoc + child(ren)	\$813.40	\$773.40	\$40
Postdoc + partner	\$1,115.50	\$1,075.50	\$40
Postdoc + partner + child(ren)	\$1,417.64	\$1,357.64	\$60
Dental POS - Principal, Group Number H12843			
Postdoc only	\$24.36	\$24.36	0
Postdoc + child(ren)	\$56.70	\$56.70	0
Postdoc + partner	\$50.81	\$50.81	0
Postdoc + partner + child(ren)	\$91.24	\$91.24	0
Dental DHMO - Health Net, Group Number Z0059A			
Postdoc only	\$9.46	\$9.46	0
Postdoc + child(ren)	\$17.97	\$17.97	0
Postdoc + partner	\$17.02	\$17.02	0
Postdoc + partner + child(ren)	\$26.48	\$26.48	0
Vision PPO - Health Net, Group Number Z0074A			
Postdoc only	\$4.27	\$4.27	0
Postdoc + child(ren)	\$7.95	\$7.95	0
Postdoc + partner	\$7.12	\$7.12	0
Postdoc + partner + child(ren)	\$12.16	\$12.16	0
Life Insurance and AD&D \$50,000 Standard Insurance, Group Number 643383	\$3.15	\$3.15	0
Short-Term Disability Standard Insurance, Group Number 643383	\$9.80	\$9.80	0
Long-Term Disability Standard Insurance, Group Number 643383	\$7.95	\$0.00	\$7.95
Benefit Broker Fee Assessed for those with postdoc medical insurance	\$9.83	\$9.83	0
Workers Compensation Assessment			
Employees	A percent of salary depending on campus & fund source		0
Fellows and Paid Directs	\$24.20	\$24.20	0