

MAY 2008 DISABILITY INSURANCE (DI) FUND FORECAST

INTRODUCTION

This report provides the status of the DI Fund and includes information on the current and projected fund balance, receipts, disbursements, and contribution rates.

The DI program provides benefits to workers who are unable to work due to pregnancy or a non-work related illness or injury. California, Rhode Island, New Jersey, New York, Hawaii, plus the Commonwealth of Puerto Rico, are the only states and territories that provide DI for their workforce.

The DI program includes the Paid Family Leave (PFL) program which allows California workers to take up to six weeks of paid leave each year to care for a seriously ill child, spouse, parent or domestic partner or to bond with a new child.

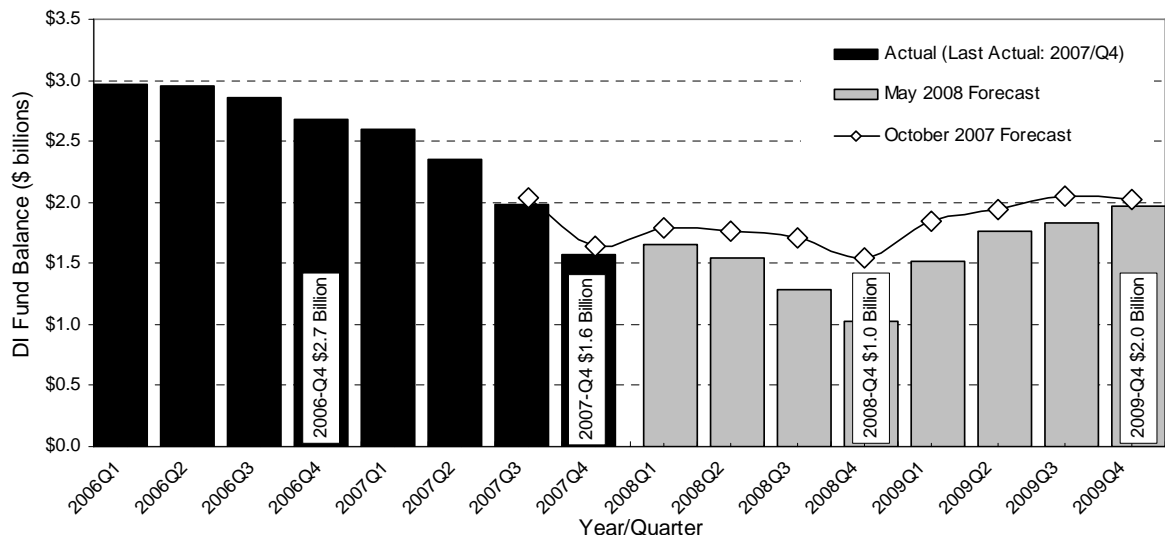
A DI Fund balance ranging from 25 percent to 50 percent of the prior 12 months of disbursements is generally considered adequate to maintain solvency through typical fluctuations in contributions and disbursements. The projected DI Fund adequacy rate is 22 percent for 2008 and 40 percent for 2009.

FUND BALANCE

The DI Fund balance was \$1.6 billion at the end of 2007. The DI Fund balance is projected to be \$1.0 billion at the end of 2008 and \$2.0 billion at the end of 2009.

The following chart shows the actual and projected quarterly DI Fund balance from 2006 through 2009.

DI Fund Balance 2006 - 2009



The DI Fund balance is projected to be \$1.0 billion at the end of 2008.

NET BENEFITS

Total DI net benefits, including PFL, were \$4.1 billion for 2007 and are projected to increase to \$4.5 billion in 2008 and \$4.7 billion in 2009. Net benefits for PFL only were \$412.1 million in 2007 and are projected to be \$457.6 million in 2008 and \$508.1 million in 2009.

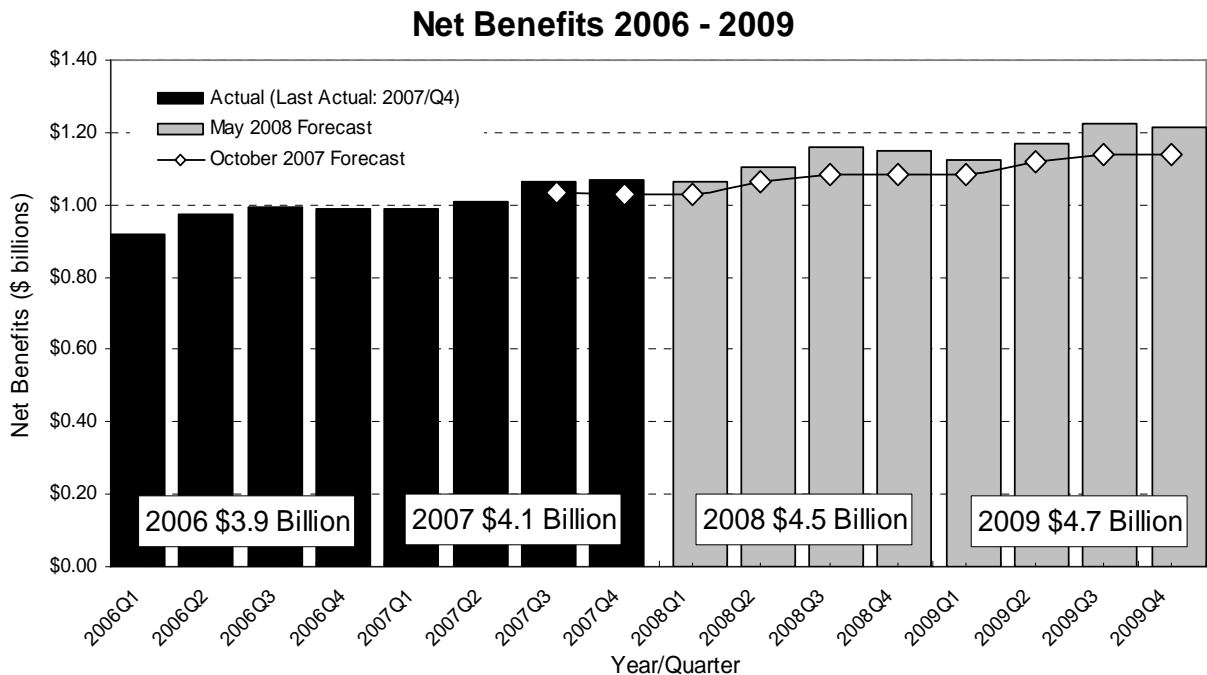
The projected increases are primarily due to projected increases in the average weekly benefit amount. The maximum weekly benefit amount (MWBA) for 2007 was \$882.

The MWBA for 2008 increased to \$917, and is projected to increase to \$951 in 2009.

Net benefits account for a majority of disbursements from the DI Fund. The other disbursements are for administration costs.

The following chart shows actual and projected quarterly DI benefit payment data, including PFL, from 2006 through 2009.

Net benefits are projected to be \$4.5 billion in 2008.



CONTRIBUTIONS

The DI contributions for 2007 were \$3.0 billion and are projected to increase to \$4.0 billion in 2008, and to \$5.8 billion in 2009.

The DI program taxes covered employees up to a ceiling set by Section 985 of the California Unemployment Insurance Code (CUIC). The taxable wage ceiling increased from \$83,389 in 2007 to \$86,698 in 2008, and is projected to increase to \$89,913 in 2009.

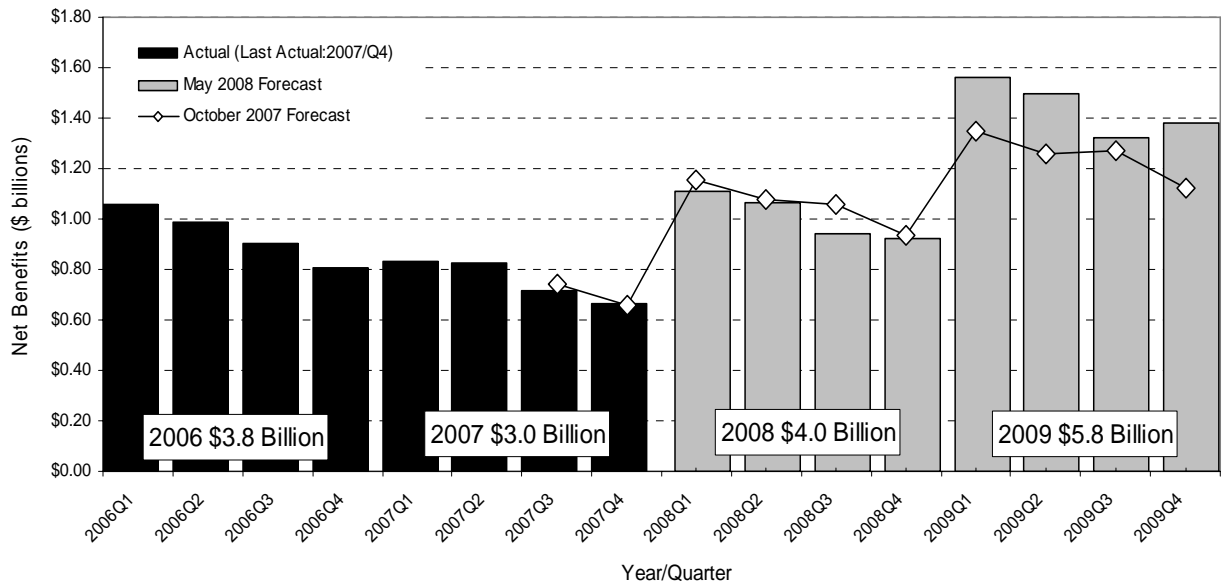
The increases in DI contributions for 2007, 2008 and 2009 are mainly due to a projected increase in the DI contribution rate from 0.6 percent in 2007 to 0.8 percent in 2008 and then to the projected 1.1 percent in 2009.

The statutory formula for calculating the DI contribution rate helps to maintain an adequate DI Fund balance. (Refer to page A4 of the Appendix - Tax Rate for an explanation of the DI contribution rate.)

While contributions account for the majority of total receipts to the DI Fund, interest earnings, and other receipts also are included in the DI Fund balance. (Refer to page A1 in the Appendix - Total Receipts for an explanation of all receipts.)

The following chart shows the actual and projected quarterly contributions from 2006 through 2009.

Contributions 2006 - 2009



DI contributions are projected to be \$4.0 billion in 2008.

DISABILITY INSURANCE FUND
FORECAST FOR CALENDAR YEARS 2008 - 2009

Table 1
(Dollars in millions)

	2006	2007	2008(F)	2009(F)
FUND SUMMARY				
End of Calendar Year Fund Balance	\$2,678.0	\$1,570.9	\$1,026.3	\$1,968.3
FUND EVALUATION				
End of Calendar Year Fund Balance as a percent of Calendar Year Disbursements	66.0%	36.4%	21.9%	39.7%
RECEIPTS AND DISBURSEMENTS				
Receipts Less Disbursements	(\$118.2)	(\$1,107.2)	(\$544.6)	\$942.0
Total Receipts	\$3,942.1	\$3,212.9	\$4,150.7	\$5,897.7
Net Worker Contributions	\$3,759.6	\$3,043.4	\$4,035.3	\$5,761.2
Interest Income	\$127.8	\$127.9	\$60.5	\$58.1
Other Receipts	\$54.7	\$41.6	\$54.9	\$78.4
Total Disbursements	\$4,060.3	\$4,320.1	\$4,695.3	\$4,955.6
Net Benefits	\$3,873.2	\$4,133.6	\$4,476.0	\$4,734.2
Administration	\$186.7	\$185.9	\$219.3	\$221.5
Miscellaneous Disbursements	\$0.4	\$0.6	\$0.0	\$0.0

F) Forecast Last actual data through the fourth quarter of 2007. Bolded numbers are estimates.

Note: The data in Table 1 includes information related to DI and Paid Family Leave (PFL).
Table 3 provides a display of data related only to PFL.

Components may not add to totals due to independent rounding.

DISABILITY INSURANCE FUND
FORECAST FOR CALENDAR YEARS 2008 - 2009
Table 2

	2006	2007	2008(F)	2009(F)
STATE PLAN CLAIMS DATA ⁽¹⁾				
First Claims Paid (FCP)	653,478	671,300	684,200	689,800
Weeks Paid per FCP	14.4	14.4	14.5	14.5
Weekly Benefit Amount				
Maximum/Minimum	\$840/\$50	\$882/\$50	\$917/\$50	\$951/\$50 ⁽²⁾
Average	\$390	\$405	\$424	\$444
COVERED EMPLOYMENT AND WAGES				
Total Average Covered Employment	13,248,497	13,335,000	13,459,000	13,596,000
Average Covered State Plan ⁽³⁾	12,589,217	12,671,000	12,789,000	12,919,000
Average Covered Voluntary Plan	659,280	664,000	670,000	677,000
Total Average Weekly Wage ⁽⁴⁾				
Average State Plan Wage ⁽⁴⁾	\$925	\$965	\$948	\$973
Average Voluntary Plan Wage ⁽⁴⁾	\$894	\$931	\$915	\$939
Average Voluntary Plan Wage ⁽⁴⁾	\$1,524	\$1,612	\$1,584	\$1,625
Total Covered Wages				
Covered State Plan Wages	\$639.8 (bil)	\$671.4 (bil)	\$665.9 (bil)	\$690.4 (bil)
Covered Voluntary Plan Wages	\$587.3 (bil)	\$615.6 (bil)	\$610.5 (bil)	\$633.0 (bil)
Covered Voluntary Plan Wages	\$52.5 (bil)	\$55.8 (bil)	\$55.4 (bil)	\$57.4 (bil)
State Plan Taxable Wages	\$471.8 (bil)	\$507.6 (bil)	\$505.3 (bil)	\$525.5 (bil)
TAX RATE	0.8%	0.6%	0.8%	1.1% ⁽⁵⁾
TAXABLE WAGE CEILING	\$79,418	\$83,389	\$86,698	\$89,913 ⁽⁶⁾
UNEMPLOYMENT RATE (Civilian)	4.8%	5.3%	6.0% ⁽⁷⁾	6.0% ⁽⁷⁾

(F) Forecast Last actual data for wages and employment is through the second quarter of 2007. Last actual data for other items is through the fourth quarter of 2007. Bolded numbers are estimates.

(1) Information in this area does not include PFL. Table 3 provides a display of data related only to PFL.

(2) The projected Maximum Weekly Benefit Amount for 2009 is based on estimated data as of the time this report was prepared. The actual Maximum Weekly Benefit Amount for 2009 will be included in the October 2008 DI Fund Forecast.

(3) Includes state employees covered by SDI. Beginning October 2005 state employees in specific bargaining units began paying SDI premiums and became eligible to receive benefits effective April 1, 2006.

(4) The Average Weekly Wage is calculated using estimated Covered Wages divided by Average Covered Employment divided by 52.2 (weeks per year).

(5) The projected calculated tax rate of 1.1 percent for 2009 is based on estimated data as of the time this report was prepared. The actual calculation and announcement of the 2009 DI tax rate will be made in October 2008.

(6) The projected Taxable Wage Ceiling for 2009 is based on estimated data as of the time this report was prepared. The actual Taxable Wage Ceiling for 2009 will be included in the October 2008 DI Fund Forecast.

(7) Based on the Labor Market Information Division economic outlook of January 2008.

Note: Components may not add to totals due to independent rounding.

(bil) = Amount in billions.

PAID FAMILY LEAVE
FORECAST FOR CALENDAR YEARS 2008 - 2009
Table 3

	2006	2007	2008(F)	2009(F)
PAID FAMILY LEAVE CLAIMS DATA				
First Claims Paid (FCP)	160,705	173,845	185,800	196,800
Weeks Paid per FCP	5.3	5.4	5.4	5.4
Weekly Benefit Amount				
Maximum/Minimum	\$840/\$50	\$882/\$50	\$917/\$50	\$951/\$50
Average	\$436	\$451	\$467	\$490
NET BENEFITS	\$367.9 (mil)	\$412.1 (mil)	\$457.6 (mil)	\$508.1 (mil)

(F) Forecast Last actual data through the fourth quarter of 2007. Bolded numbers are estimates.

Note: Components may not add to totals due to independent rounding.

(mil) = Amount in millions

A P P E N D I X

DISABILITY INSURANCE (DI) DEFINITIONS

The following definitions are informational only and arranged in order of their appearance in Tables 1 and 2. The law is the California Unemployment Insurance Code (CUIC). Interpretations of the law are contained in opinions of the Attorney General, administrative and court decisions, and Title 22 of the California Code of Regulations

TOTAL RECEIPTS

Net Worker Contributions:

This amount represents total worker contributions, less refunds. For example, in 2008, total worker contributions are the amount collected as a result of employers withholding 0.8 percent of all wages for each employee, up to a maximum of \$693.58 (0.8 percent of \$86,698, the taxable wage ceiling). However, if an employee worked for more than one employer, the total withheld in 2008 may exceed \$693.58. The employee would then be eligible for a refund of the amount exceeding \$693.58. Refunds are claimed as a credit on the California personal income tax return. Individuals not required to file personal income tax returns may file for refunds with the Employment Development Department.

Interest Income:

This is interest earned on the State Treasurer's investment of DI funds. At any given time, about 99 percent of the DI Fund is invested. The total amount earned by such investments constitutes interest income.

Other Receipts:

Receipts from Voluntary Plan assessments constitute the largest portion of "Other Receipts." A Voluntary Plan is an approved private plan. It may be substituted for the State Plan if the Voluntary Plan matches the State Plan's benefits, provides at least one greater benefit, and costs the employee no more than the State Plan. Employers and employee groups may establish Voluntary Plans with mutual consent of the employer and a majority of the employees. The Voluntary Plan assessment rate is 14 percent of the DI State Plan contribution rate. In 2008, with the State Plan tax rate at 0.8 percent, Voluntary Plan employers were assessed 0.00112 (14 percent of 0.008) of taxable wages. These assessments are used to reimburse the Disability Fund for the amounts paid for administrative costs arising out of voluntary plan oversight. "Other Receipts" also includes reverted checks, which are monies that were not cashed by the claimant and are deposited back into the Fund.

TOTAL DISBURSEMENTS

Net Benefits:

This is the amount of benefits paid to claimants, less the amount of cancellations, refunds, or liens. Total benefits may be reduced for various reasons, including: death of claimants; repayment by claimants of benefits erroneously claimed; repayments to the DI Fund by other programs; and benefit checks not cashed.

Administration:

All disbursements from the DI Fund that are not benefit payments fall into the administration category. This includes disbursements for salaries, equipment, supplies, rent, and utilities.

Miscellaneous Disbursements:

All miscellaneous adjustments such as Victims Compensation Board payments, 21st Century costs, surcharge fees from the Board of Control Claims and Generally Accepted Accounting Principles (GAAP) reporting costs.

STATE PLAN CLAIMS DATA

First Claims Paid:

These are the first benefit payments mailed to each claimant who has fulfilled non-monetary, monetary, and medical requirements and who has filed a claim certifying the onset of a disability.

Weeks Paid Per First Claims Paid:

The average number of weeks that benefits are paid for each first claim paid.

Weekly Benefit Amount:

This is the amount payable per week for the period of a disability. Beginning January 2007 and thereafter, the MWBA increased by an amount equal to the percentage increase in the state average weekly wage as compared to the prior year. The maximum weekly benefit amount increased from \$882 in 2007 to \$917 in 2008.

The following table compares the MWBA and AWBA for CY 2001 – 2009:

YEAR	MWBA	AWBA
2001	\$490	\$293
2002	\$490	\$303
2003	\$602	\$320
2004	\$728	\$345
2005	\$840	\$373
2006	\$840	\$390
2007	\$882	\$405
2008	\$917	\$424 (E)
2009	\$951 (E)	\$444 (E)

(E) = Estimate

A table in Section 2655 (a) of the CUIC is used for calculating a claimant's weekly benefit amount (WBA) if the base period high quarter wages (HQW) do not exceed \$1,749.20. If the HQW exceeds \$1,749.20, the WBA is equal to 55 percent of the HQW divided by 13; not exceeding the maximum benefit amount, or $((HQW \times .55)/13)$.

COVERED EMPLOYMENT AND WAGES

Total Average Covered Employment:

Employers count the number of employees on their payrolls during the week which includes the 12th day of the month. Quarterly and annual averages are taken from these counts.

Total Average Weekly Wage:

To derive the average weekly wage, total wages are divided by covered employment, and the result is then divided by the number of 5-day work weeks in the period. The number of work weeks varies from 12.8 to 13.2 in a quarter and from 52.0 to 52.4 in a year.

Total Covered Wages:

Covered wages are wages earned by employees subject to the DI provisions defined in Part 2 of the CUIC. Total covered wages include tips, commissions, bonuses, and the reasonable cash value of all remuneration payable to an employee in any medium other than cash.

State Plan Taxable Wages:

The portion of covered wages from which DI contributions are taken.

Tax Rate:

The rate at which workers' contributions are determined.

The statutory formula for calculating the DI Contribution rate considers fund conditions and cost rate with a year-ending date of September 30 as follows:

$$\frac{1.45 \times \text{Disbursements} - \text{Fund Balance}}{\text{State Plan Taxable Wages}}$$

An ad hoc Advisory Committee, comprised of labor and employer representatives, worked with the Department and independent actuaries to develop this experience-based contribution formula to maintain a prudent reserve, reflect benefit costs, and avoid excessive volatility and instability.

The rate of worker contributions shall not exceed 1.5 percent or be less than 0.1 percent. The rate of worker contributions shall not decrease from the rate in the previous year by more than two-tenths of one percent. The Director may, at his or her discretion, increase or decrease, by not to exceed 0.1 percent, the rate of worker contributions determined by the above formula.

Taxable Wage Ceiling:

This is the upper limit of wages in a calendar year subject to DI contributions. Section 985 of the CUIIC requires the taxable wage ceiling to be four times the MWBA multiplied by 13 and divided by 55 percent: $((4 \times \text{MWBA} \times 13) / .55)$.

From 1991 through 1999, the taxable wage ceiling was \$31,767. From 2000 through 2002, the taxable wage ceiling was \$46,327. The taxable wage ceiling increased to \$56,916 in 2003, to \$68,829 in 2004, and to \$79,418 in 2005 and 2006. The taxable wage ceiling was \$83,389 for 2007 and is \$86,698 for 2008.

Unemployment Rate (Civilian):

The number of unemployed persons in California expressed as a percentage of the total number of persons in the California civilian labor force.