 Faculty-Staff Work Percentage and   
Duration Chart for Benefits Eligibility

|  |  |  |  |
| --- | --- | --- | --- |
| Benefit Package | Combined Work, Adjustment % and Duration | Retirement Eligibility | UC Benefit Plans Available |
| **Full** | * 50% or more and 12 months or more * Complete 1,000 hours in a retirement-eligible position (or 750 hours for Non-Senate Instructional Unit) in a rolling 12-month period. | UCRP **(Mandatory)**  DCP After Tax, 403(b), 457(b) **(Optional)** | * Medical, Dental, Vision, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&D * Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Resources and Pet Insurance |
| **Mid-Level** | * 50% or more for 12 months or more or in Visiting Titles appointments * 100% for at least 3 months, but less than 12 months. | DCP Safe Harbor **(Mandatory)**  DCP After Tax, 403(b), 457(b) **(Optional)** | * Medical, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&D * Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Resources and Pet Insurance |
| **Core** | * 43.75% or more but does not satisfy % and duration for Full or Mid-level benefits. | DCP Safe Harbor **(Mandatory)**  DCP After Tax, 403(b), 457(b) **(Optional)** | * CORE Medical only, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&D * Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Services and Pet Insurance |
| **No Benefits** | * Less than 43.75%. | DCP Safe Harbor **(Mandatory)**  DCP After Tax, 403(b), 457(b) **(Optional)** | * Faculty and Staff Assistance Program |

***Note:*** Employees in per diem, casual/restricted (students), by agreement or seasonal appointments are eligible for Core benefits ***if appointed to work at least 75 percent time for at least three months.***