 Faculty-Staff Work Percentage and
Duration Chart for Benefits Eligibility

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| 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
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| **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
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| **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
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***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.***