

Benefit Package	Combined Work, Adjustment % and Duration	Retirement Eligibility	UC Benefit Plans Available
Full	<ul style="list-style-type: none"> • 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. 	<p>UCRP (Mandatory)</p> <p>DCP After Tax, 403(b), 457(b) (Optional)</p>	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 50% or more for 12 months or more or in Visiting Titles appointments • 100% for at least 3 months, but less than 12 months. 	<p>DCP Safe Harbor (Mandatory)</p> <p>DCP After Tax, 403(b), 457(b) (Optional)</p>	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 43.75% or more but does not satisfy % and duration for Full or Mid-level benefits. 	<p>DCP Safe Harbor (Mandatory)</p> <p>DCP After Tax, 403(b), 457(b) (Optional)</p>	<ul style="list-style-type: none"> • 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 Resources and Pet Insurance
No Benefits	<ul style="list-style-type: none"> • Less than 43.75%. 	<p>DCP Safe Harbor (Mandatory)</p> <p>DCP After Tax, 403(b), 457(b) (Optional)</p>	<ul style="list-style-type: none"> • 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.***