

## Eligibility Based on Employment Type

UC INSURANCE PLANS	CAREER / CONTRACT: FULL BENEFITS => 50% appointment at one full year or more	LIMITED: MID-LEVEL BENEFITS 3 mo to < 12 months at 100% time OR => 50% for one full year or more	LIMITED: CORE-LEVEL BENEFITS = or > 43.75% w/ an avg reg paid time of <17.5 hours/ wk	INELIGIBLE for BENEFITS (UCLA Enrolled Students)	WHO PAYS?
MEDICAL PLAN - HMO, PPO, OR HSA	X	X			Cost Shared
MEDICAL PLAN - CORE	X	X	X		Cost Shared
DENTAL PLAN - HMO OR PPO	X				UC-paid
VISION SERVICES PLAN (VSP)	X				UC-paid
BASIC LIFE INSURANCE Equal to 1x annual base salary, up to \$50,000	X				UC-paid
BASIC CORE LIFE INSURANCE \$5,000		X	X		UC-paid
BASIC DEPENDENT LIFE Equal to \$5,000 (Optional - must elect / Not auto- enrollment)	X	X			UC-paid
SUPPLEMENTAL LIFE/ DEPENDENT LIFE INSURANCE (For Dependents, can only elect either Basic Dependent Life or Supplemental Dependent Life)	X	X			Employee-paid
ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE	X	X	X		Employee-paid
BASIC SHORT-TERM DISABILITY Up to 55% of monthly salary up to \$800 a month and taxed.	X	X	X		UC-paid

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	= > 50% appointment at one full year or more	3 mo to < 12 months at 100% time OR => 50% for one full year or more	= or > 43.75% w/ an avg reg paid time of <17.5 hours/ wk		
VOLUNTARY SHORT-TERM DISABILITY Up to 60% of monthly salary up to \$15,000 a month but <b>not</b> taxed.	X	X	X		Employee-paid
VOLUNTARY LONG-TERM DISABILITY Up to 60% of monthly salary up to \$15,000 a month but <b>not</b> taxed.	X	X	X		Employee-paid
ACCIDENT INSURANCE	X	X	X		Employee-paid
CRITICAL ILLNESS INSURANCE	X	X	X		Employee-paid
HOSPITAL INDEMNITY INSURANCE	X	X	X		Employee-paid
HEALTH FLEXIBLE SPENDING ACCOUNT (HEALTH FSA)	X	X	X		Employee-paid
DEPENDENT CARE SPENDING ACCOUNT (DEPCARE FSA)	X	X	X		Employee-paid
University of California Retirement Plan (UCRP) - Pension (N/A for those who selected UC Savings Choice plan)	X				Cost Shared
403(b) Plan - Tax-deferred Retirement Savings Plan	X	X	X		Employee-paid
457(b) Plan - Tax-deferred Retirement Savings	X	X	X		Employee-paid

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	FULL BENEFITS => 50% appointment at one full year or more	MID-LEVEL BENEFITS 3 mo to < 12 months at 100% time OR => 50% for one full year or more	CORE-LEVEL BENEFITS = or > 43.75% w/ an avg reg paid time of <17.5 hours/ wk		
Defined Contribution Plan (DCP) Pre-tax - UC Savings Choice (N/A for those who selected Pension plan)	X	X	X		Cost Shared
Defined Contribution Plan (DCP) After-tax Voluntary plan (not affiliated w/ UC Savings Choice)	X	X	X		Employee-paid
LEGAL PLAN	X	X	X		Employee-paid