

Benefit Package	Combined Work, Adjustment % and Duration	Retirement Eligibility	UC Benefit Plans Available
Full	<ul style="list-style-type: none"> 50% or more for 12 months or more Accumulation of 1,000 hours in a retirement- eligible position (or 750 hours for Lecturers) 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, UC FindHelp, Adoption Assistance, Experian ID Theft Protection and Pet Insurance
Mid-Level	<ul style="list-style-type: none"> 50% or more for 12 months or more, but in a position not eligible for UCOP (ex: Visiting Titles) 100% for 3 months or more, 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, Core 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, UC FindHelp, Adoption Assistance, Experian ID Theft Protection 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"> HealthSavings+ only, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, Core Life, AD&D Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Services, UC FindHelp, Adoption Assistance, Experian ID Theft Protection 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% time for at least three months.**

Employees in Per Diem (Nurse) are eligible for Core benefits **if appointed to work at least 75% time for at least 12 months.**

Employees in Graduate Student Instructor appointments are eligible for Core benefits **if appointed to work 100% for at least 3 months.**