

Benefit Package	Combined Work, Adjustment % and Duration	Retirement Eligibility	UC Benefit Plans Available
<b>Full</b>	<ul style="list-style-type: none"> <li>• 50% or more and 12 months or more</li> <li>• Complete 1,000 hours in a retirement-eligible position (or 750 hours for Non-Senate Instructional Unit) in a rolling 12-month period.</li> </ul>	<p>UCRP <b>(Mandatory)</b></p> <p>DCP After Tax, 403(b), 457(b) <b>(Optional)</b></p>	<ul style="list-style-type: none"> <li>• Medical, Dental, Vision, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&amp;D</li> <li>• Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Resources and Pet Insurance</li> </ul>
<b>Mid-Level</b>	<ul style="list-style-type: none"> <li>• 50% or more for 12 months or more or in Visiting Titles appointments</li> <li>• 100% for at least 3 months, but less than 12 months.</li> </ul>	<p>DCP Safe Harbor <b>(Mandatory)</b></p> <p>DCP After Tax, 403(b), 457(b) <b>(Optional)</b></p>	<ul style="list-style-type: none"> <li>• Medical, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&amp;D</li> <li>• Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Resources and Pet Insurance</li> </ul>
<b>Core</b>	<ul style="list-style-type: none"> <li>• 43.75% or more but does not satisfy % and duration for Full or Mid-level benefits.</li> </ul>	<p>DCP Safe Harbor <b>(Mandatory)</b></p> <p>DCP After Tax, 403(b), 457(b) <b>(Optional)</b></p>	<ul style="list-style-type: none"> <li>• CORE Medical only, Legal, UC Basic Disability, Short-Term Disability, Long-Term Disability, Behavioral Health, UC Basic Life, Supplement Life, Dependent Life, AD&amp;D</li> <li>• Health Flexible Spending Account, Dependent Care Flexible Spending Account, Supplemental Health Plans, Faculty and Staff Assistance Program, Family Care Services and Pet Insurance</li> </ul>
<b>No Benefits</b>	<ul style="list-style-type: none"> <li>• Less than 43.75%.</li> </ul>	<p>DCP Safe Harbor <b>(Mandatory)</b></p> <p>DCP After Tax, 403(b), 457(b) <b>(Optional)</b></p>	<ul style="list-style-type: none"> <li>• Faculty and Staff Assistance Program</li> </ul>

**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.**