

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><b>UCRP (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, UC Findhelp, Experian ID Theft Protection, Farmers Insurance 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, UC Findhelp, Experian ID Theft Protection, Farmers Insurance 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, UC Findhelp, Experian ID Theft Protection, Farmers Insurance 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.**