### Faculty-Staff Work Percentage and Duration Chart for Benefits Eligibility

<table>
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<th>Benefit Package</th>
<th>Combined Work, Adjustment % and Duration</th>
<th>Retirement Eligibility</th>
<th>UC Benefit Plans Available</th>
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</table>
| **Full**        | • 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. | UCRP (Mandatory)  
                  DCP After Tax, 403(b), 457(b) (Optional) | • 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**   | • 50% or more for 12 months or more or in Visiting Titles appointments  
                  • 100% for at least 3 months, but less than 12 months. | DCP Safe Harbor (Mandatory)  
                  DCP After Tax, 403(b), 457(b) (Optional) | • 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**        | • 43.75% or more but does not satisfy % and duration for Full or Mid-level benefits. | DCP Safe Harbor (Mandatory)  
                  DCP After Tax, 403(b), 457(b) (Optional) | • 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 Services and Pet Insurance |
| **No Benefits** | • Less than 43.75%. | DCP Safe Harbor (Mandatory)  
                  DCP After Tax, 403(b), 457(b) (Optional) | • 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.*