

UNIVERSITY OF UTAH BENEFITS ELIGIBILITY CHART

Category	FTE / Anticipated Employment	Employee Supplemental Retirement	Employer Retirement ¹	Health Care Plan	Flex Spndg Accts	Life / AD&D	Long Term Disab.	Group Legal	Vacation (Prorated by FTE)	Sick (Prorated by FTE)	Holiday / Pers. Pref (Prorated by FTE)	Tuition Reduction
University Policy			Policy 5-302						Policy 5-301	Policy 5-200	Policy 5-300	Policy 5-305
SENIOR ADMINISTRATION & DEANS [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES	YES	YES	YES	YES	YES - 25 days/year; tracked by Dept.	YES	YES - Tracked by Dept.	YES
	=> .50 to .74 FTE => 9 Mths	YES	YES	YES	YES	YES	YES	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
OTHER ADMINISTRATIVE OFFICERS [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES	YES	YES	YES	YES	YES - Starts at 12 hrs/mth and increases each 5 yrs	YES	YES	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
FACULTY [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES (All pay full-time rate)	YES	YES	YES ²	YES	YES - If 12 mth appt., 25 days/yr; tracked by Dept.	YES - Tracked by Dept.	YES - Tracked by Dept.	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths (exclndg Grandfathered)	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
VOLUNTEER FACULTY Job Codes: 6000 - 6005 and 6102-6105	Any FTE; cannot have any other University position	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES - For self and spouse only; does not apply to differential tuition
ACADEMIC STAFF [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES (All pay full-time rate)	YES	YES	YES	YES	YES - Starts at 10 hrs/mth, subject to grant or stipend; tracked by Dept.	YES - Tracked by Dept.	YES - Tracked by Dept.	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
POST DOCTORAL FELLOW (Teaching) Job Codes 9205, 9213 and 9258	=> .75 FTE => 9 Mths	YES	YES - Job Code 9213 NO - Job Code 9205 and 9258	YES (All pay full-time rate)	YES	YES	YES	YES	YES - 15 days/yr, subject to grant or stipend; tracked by Dept.	YES - Tracked by Dept.	YES - Tracked by Dept.	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
POST DOCTORAL RESEARCH ASSOCIATE (Not Teaching) Job Codes 9210 and 9211	=> .75 FTE => 9 Mths	YES	YES - Job Code 9211 NO - Job Code 9210	YES (All pay full-time rate)	YES	YES	YES	YES	YES - 15 days/yr, subject to grant or stipend; tracked by Dept.	YES - Tracked by Dept.	YES - Tracked by Dept.	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
POST DOCTORAL SCHOLAR - Paid Direct - Benefit Eligible (Job Code 9207)	=> .75 FTE => 9 Mths	NO	NO	YES (All pay full-time rate)	NO	YES	YES	YES	NO	NO	NO	YES
	=> .50 to .74 FTE => 9 Mths			NO	YES	YES	YES	NO				
	< .50 FTE or < 9 Mths			NO	NO	NO	NO	NO				

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University Policy			Policy 5-302						Policy 5-301	Policy 5-200	Policy 5-300	Policy 5-305
POST DOCTORAL SCHOLAR - Paid Direct - Not Benefit Eligible (Job Code 9208)	Any FTE	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
EXEMPT STAFF (Includes coaches and instructional research staff) [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES	YES	YES	YES	YES	YES ³ - Starts at 10 hrs/mth	YES	YES	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
NON-EXEMPT STAFF ⁴ [Job Codes]	=> .75 FTE => 9 Mths	YES	YES	YES	YES	YES	YES	YES	YES - Starts at 8 hrs/mth	YES	YES	YES
	=> .50 to .74 FTE => 9 Mths	YES		YES	YES	YES	YES	YES	NO	NO	YES	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
MEDICAL HOUSESTAFF Job Code 0253	=> .75 FTE and => 9 Mths	YES	NO	YES	YES	YES	YES - Thru GME Off	YES	YES - 21 calendar days/yr; tracked by Dept.	YES - Tracked in GME Office	NO	YES
	< .75 FTE or < 9 Mths	YES		NO	NO	NO	NO	NO	NO	NO	NO	NO
EDUCATIONAL TRAINEES; GRADUATE TA/RA [Job Codes]	ANY FTE	YES	NO	NO, but see Graduate School	NO	NO	NO	NO	Subject to Dept. regulations	NO	NO	NO, but see Graduate School
J-1 VISA - not in Benefit Eligible Position	< .50 FTE or < 9 Mths	YES	NO	YES - Pays full cost	NO	NO - Travel Policy Only	NO	NO	NO	NO	NO	NO
RETIRED FACULTY AND STAFF	Must meet University Policy requirements for retirement	NO	NO	Retiree Health Care Plan, dental for 18 mnths; pay full cost	NO	NO	NO	NO	NO	NO	NO	YES - May audit if space; Emeritus and spouse pay only course fees
MEDICAL LEAVE OF ABSENCE (Unpaid)	Must meet University eligibility requirements for Medical LOA	NO	NO	YES if disabled; up to 30 months from date of disability	Continue thru end of plan year	Continue up to 1 year	Continue up to 1 year	Continue thru end of plan year	NO	NO	NO	YES (if eligible immediately prior to disability)
SURVIVING SPOUSE	Employee must have met eligibility immediately prior to death	NO	NO	YES if employee was enrolled at death	NO	NO	NO	NO	NO	NO	NO	YES (if eligible immediately prior to employee's death)

¹ Retirement is limited to US citizens, permanent residents, and H-1B and other eligible visa holders

² UUMG Attending Providers (Job Code 0104) required to enroll in LTD

³ Coaches, Instructional Research Staff, and USHE subject to contract and tracked by Dept.

⁴ Public Safety Officers and full-time Dispatchers enrolled in URS and required to enroll in LTD