

UNIVERSITY OF UTAH BENEFITS ELIGIBILITY CHART

Category	FTE / Anticipated Employment	Employee Supplemental Retirement	Retirement	Health Care Plan	Flex Spndg Accts	Life / AD&D	Long Term Disab.	Group Legal	Long Term Care	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	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	YES	NO	NO	YES - Tracked by Dept.	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
OTHER ADMINISTRATIVE OFFICERS [Job Codes]	=> .75 FTE => 9 Mths	YES	YES ¹	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	YES	NO	NO	YES	NO
	< .50 FTE or < 9 Mths	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
FACULTY [Job Codes]	=> .75 FTE => 9 Mths	YES	YES ¹	YES (All pay full-time rate)	YES	YES	YES	YES	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	NO
VOLUNTEER FACULTY Job Codes 6000 / 6001	Any FTE; cannot have any other University position	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES - For self and spouse only
ACADEMIC STAFF Job Codes 9124, 9178, 9197, 9200, 9203, 9204, 9315	=> .75 FTE => 9 Mths	YES	YES ¹	YES (All pay full-time rate)	YES	YES	YES	YES	YES	YES - Starts at 10 hrs/mth, subject to grant or stipend; tracked by Dept. and increases each 5 yrs	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	NO
POST DOCTORAL SCHOLAR - Post Doctoral Research Associate Job Code 9206	=> .75 FTE => 9 Mths	YES	YES ¹	YES (All pay full-time rate)	YES	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	NO
POST DOCTORAL SCHOLAR - Post Doctoral Fellow Job Code 9205	=> .75 FTE => 9 Mths	YES	NO	YES (All pay full-time rate)	YES	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	NO		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	NO
POST DOCTORAL SCHOLAR - Paid Direct Job Code 9207	=> .75 FTE => 9 Mths	NO	NO	YES (All pay full-time rate)	NO	YES	YES	YES	YES	NO	NO	NO	YES
	=> .50 to .74 FTE => 9 Mths				NO	YES	YES	YES	YES				NO
	< .50 FTE or < 9 Mths				NO	NO	NO	NO	NO				NO
EXEMPT STAFF (Includes coaches and instructional research staff) [Job Codes]	=> .75 FTE => 9 Mths	YES	YES ¹	YES	YES	YES	YES	YES	YES	YES ² - Starts at 10 hrs/mth	YES	YES	YES
	=> .50 to .74 FTE => 9 Mths	YES		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	NO

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NON-EXEMPT STAFF [Job Codes]	=> .75 FTE => 9 Mths	YES	YES ¹	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	YES	NO	NO	YES	NO
	< .50 FTE or < 9 Mths	YES	NO	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 - Northwest Mutual	YES	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	NO
EDUCATIONAL TRAINEES; GRADUATE TA/RA [Job Codes]	ANY FTE	YES	NO	NO, but see Graduate School	NO	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	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	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	Set up direct bill	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	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 Coaches, Instructional Research Staff, and Board of Regents subject to contract and tracked by Dept.