

## The University of Alabama in Huntsville Benefit Eligibility Matrix

Benefit	STAFF					FACULTY				OTHER		
	Regular			Temp		Regular Academic	Regular Calendar	Temp		Post-Docs	PT Employees	
	*FT	PT		*FT	PT	*FT		FT	PT			
	SE, LE	SN, LN	PE, PN	TE, TN	PE, PN	FA, F9, FD	FC	FV	FT	PD	LP, HR	
PPO Health Plan	✓	✓		✓		✓	✓	✓		✓		
High Deductible Health Plan	✓	✓		✓		✓	✓	✓		✓		
Dental Insurance	✓	✓		✓		✓	✓	✓		✓		
Vision Insurance	✓	✓		✓		✓	✓	✓		✓		
Flexible Spending Accounts	✓	✓		✓		✓	✓	✓		✓		
Health Savings Account	✓	✓		✓		✓	✓	✓		✓		
University Provided Group Life Insurance	✓	✓				✓	✓					
University Provided AD&D Insurance	✓	✓				✓	✓					
Voluntary Life Insurance	✓	✓	✓			✓	✓					
Voluntary AD&D Insurance	✓	✓	✓			✓	✓					
University Provided Long-Term Disability	✓	✓				✓	✓					
Voluntary Short-Term Disability	✓	✓				✓	✓			✓		
Teachers' Retirement System - 401(a) Plan	✓	✓	✓			✓	✓					
403(b) Retirement Plan – Employee Deferral	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
403(b) Retirement Plan - Employer Matching	✓					✓	✓					
457(b) Retirement Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Employee Assistance Program	✓	✓	✓			✓	✓					
Faculty and Staff Clinic	✓	✓	✓			✓	✓			✓		
Fitness Center	✓	✓				✓	✓					
Tuition Assistance Program	✓	✓				✓	✓					
Leave: Vacation, Sick & Personal Leave	✓	✓					✓					
Paid Time Off										✓		
Holiday & Administrative Leave	✓	✓	✓	✓			✓			✓		
Identity Theft Protection	✓	✓				✓	✓					
Staff Employee Class (hired through HR)		Faculty Employee Class (hired through Academic Affairs)					Other Employee Classes					
<b>SE</b>	Staff Regular Full Time, Exempt	<b>FA</b>	Faculty Academic - paid over 12 months					<b>PD</b>	Post-doc Student Employees			
<b>SN</b>	Staff Regular Full Time, Non-Exempt	<b>F9</b>	Faculty Academic - paid over 9 months					<b>ST</b>	Student Employees			
<b>LE</b>	Staff Regular Full Time, Exempt (RS)	<b>FC</b>	Faculty Calendar - paid over 12 months					<b>GG</b>	GTA's /GRA's			
<b>LN</b>	Staff Regular Full Time, Non-Exempt (RS)	<b>FD</b>	Faculty Deferred Pay – charged over 9, paid over 12 months									
<b>PE</b>	Staff Part-time, Exempt	<b>FT</b>	Faculty Temporary Part Time									
<b>PN</b>	Staff Part-time, Non-Exempt	<b>FV</b>	Faculty Temporary Full Time									
<b>TE</b>	Staff Temporary Full-time, Exempt	<b>LP</b>	Part-Time Lecturer									
<b>TN</b>	Staff Temporary Full-time, Non-Exempt											
<b>HR</b>	Staff Hourly, On-Call											

\*Full-time regular employees who work at least 30 hours per week are benefits eligible (.75 fte).