

UAH Benefit Eligibility Matrix

Benefit	Staff Regular *FT	Staff Regular *FT	Staff Regular PT	Staff Temp *FT	Staff Temp PT	Faculty Academic *FT	Faculty Calendar *FT	Faculty Temp FT	Faculty Temp PT	Post-Docs	Other PT Employees
<i>Employee Class</i>	<i>SE, LE</i>	<i>SN, LN</i>	<i>PE, PN</i>	<i>TE, TN</i>	<i>PE, PN</i>	<i>FA, F9, FD</i>	<i>FC</i>	<i>FV</i>	<i>FT</i>	<i>PD</i>	<i>LP, HR</i>
PPO Health Plan	✓	✓		✓		✓	✓	✓		✓	
High Deductible Health Plan	✓	✓		✓		✓	✓	✓		✓	
Dental Insurance	✓	✓		✓		✓	✓	✓		✓	
Vision Insurance	✓	✓		✓		✓	✓	✓		✓	
Flexible Spending Accounts	✓	✓		✓		✓	✓	✓		✓	
Limited Purpose Flexible Spending Account	✓	✓		✓		✓	✓	✓		✓	
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	✓	✓	✓	✓			✓			✓	
Staff Employee Class (hired through HR)		Faculty Employee Class (hired through Academic Affairs)					Other Employee Classes				
SE	Staff Regular Full Time, Exempt	FA	Faculty Academic - paid over 12 months				PD	Post-doc Student Employees			
SN	Staff Regular Full Time, Non-Exempt	F9	Faculty Academic - paid over 9 months				ST	Student Employees			
LE	Staff Regular Full Time, Exempt (RS)	FC	Faculty Calendar - paid over 12 months				GG	GTA's /GRA's			
LN	Staff Regular Full Time, Non-Exempt (RS)	FD	Faculty Deferred Pay – charged over 9, paid over 12 months								
PE	Staff Part-time, Exempt	FT	Faculty Temporary Part Time								
PN	Staff Part-time, Non-Exempt	FV	Faculty Temporary Full Time								
TE	Staff Temporary Full-time, Exempt	LP	Part-Time Lecturer								
TN	Staff Temporary Full-time, Non-Exempt										
HR	Staff Hourly, On-Call										

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