# UAH Benefit Eligibility Matrix

- **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**: ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓

## Employee Classes

- **SE**: Staff Regular Full Time, Exempt
- **SN**: Staff Regular Full Time, Non-Exempt
- **LE**: Staff Regular Full Time, Exempt (RS)
- **LN**: Staff Regular Full Time, Non-Exempt (RS)
- **PE**: Staff Part-time, Exempt
- **PN**: Staff Part-time, Non-Exempt
- **TE**: Staff Temporary Full-time, Exempt
- **TN**: Staff Temporary Full-time, Non-Exempt
- **HR**: Staff Hourly, On-Call

- **FA**: Faculty Academic - paid over 12 months
- **F9**: Faculty Academic - paid over 9 months
- **FC**: Faculty Calendar - paid over 12 months
- **FD**: Faculty Deferred Pay – charged over 9, paid over 12 months
- **FT**: Faculty Temporary Part Time
- **FV**: Faculty Temporary Full Time
- **LP**: Part-Time Lecturer

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

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