

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	PT		
Employee Class		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		✓	✓	✓			✓	✓			✓	
Paid Parental Leave		✓	✓	✓			✓	✓				
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				
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).