

# Benefits Eligibility Matrix



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Faculty & staff must have at least 0.5 full-time equivalency (FTE) to be eligible for benefits listed in matrix below, except for 403(b) and 457(b).<sup>1</sup>

8/16/2023

Benefits – Eligibility Indicator ●	#	1	2	3	4	5	6	7	8	9	10
Medical Plans (PPO and HDHP) including Pharmacy		●	●		●	●	●	●		●	●
Dental Plan		●	●		●	●	●	●		●	●
Vision Plan		●	●		●	●	●	●		●	●
Flexible Spending Accounts <i>and</i> Health Savings Accounts		●	●		●	●	●	●		●	●
University Paid LTD Insurance <i>and</i> Voluntary STD Insurance		●			●		●			●	
University Paid Group Term Life Insurance		●			●		●			●	
University Paid AD&D Insurance		●			●		●			●	
Voluntary Group Term Life Insurance		●	●		●	●	●	●		●	●
Voluntary AD&D Insurance		●	●		●	●	●	●		●	●
Identity Theft Protection Insurance		●	●		●	●	●	●		●	●
Teachers' Retirement System Pension - 401(a) Plan <sup>2</sup>		●	●	● <sup>2</sup>		● <sup>2,3</sup>	●	● <sup>2</sup>	● <sup>2</sup>	●	● <sup>2</sup>
The University of Alabama System - 403(b) Plan <sup>1</sup>		● <sup>1</sup>	● <sup>1</sup>	● <sup>1</sup>	●	● <sup>1</sup>	●	● <sup>1</sup>	● <sup>1</sup>	●	● <sup>1</sup>
The University of Alabama System - 457(b) Plan <sup>1</sup>		●	●	●	●	●	●	●	●	●	●
Educational Benefit Program		●	●		●		●	●		●	●
WellBAMA		●	●		●	●	●	●		●	●
Employee Assistance Program		●	●		●	●	●	●		●	●
Annual & Sick Leave Accrual		●	●		●		●	●		●	●
University Holidays & Administrative Leave		●	●		●		●	●		●	●

#	Staff Definitions per Employee Handbook	Employee Class Codes		
1	Staff regular full-time	A1, B1, G1, GF, GG, H1, HG, P1, P2, Q1, Q2, T1, T2, U1, U2, V1		
2	Staff regular part-time	A3, B3, G3, H3, P3, P4, Q3, Q4, T3, T4, U3, U4		
3	Staff temporary full-time, temporary part-time, contingent on call	A2, A4, B2, B4, B5, G2, G4, H2, H4		
4	Resident Physicians	R1		
5	Post-Doctoral Fellows (I & II) <sup>3</sup>	L1 (full-time); L3 (part-time)		
#	Faculty Definitions per Employee Handbook & Pay Distribution Cycles	12-over-12	9-over-12	9-over-9
	Deans, Provosts & Other Faculty Executives – <i>tenure/tenure-track</i> or <i>clinical</i> (includes clinical executive appoints.)		ID	IE
6	Faculty regular full-time – <i>tenure/tenure-track</i> (includes Department Heads & other administrative appointments)		I1	IR
	Faculty renewable full-time – <i>non-tenure/non-tenure-track</i> (multi-year, contract, and clinical renewable appointments)		I2	I9
7	Faculty regular part-time and renewable part-time – <i>tenure/tenure-track</i> or <i>non-tenure/non-tenure-track</i> (includes all tenure status types for multi-year, contract and clinical renewable appointments)		I3	I6
8	Faculty temporary part-time – <i>non-tenure/non-tenure-track</i> (temporary academic appointments, 1-2 academic semesters or less than one-year appointments only and non-renewable)	J4		I4
	Faculty temporary full-time – <i>non-tenure/non-tenure-track</i> (temporary academic appointments, 1-2 academic semesters or less than one-year appointments only and non-renewable)	J8		I8
	Deans, Provosts & Other Faculty Executives – <i>tenure/tenure-track</i> or <i>clinical</i> (includes clinical executive appoints.)	JD		
9	Faculty regular full-time – <i>tenure/tenure-track</i> (includes Department Heads & other administrative appointments)	J1		
	Faculty renewable full-time – <i>non-tenure/non-tenure-track</i> (multi-year, contract, and clinical renewable appointments)	J2		
10	Faculty regular part-time & renewable part-time – <i>tenure/tenure-track</i> or <i>non-tenure/non-tenure-track</i> (includes all tenure status types for multi-year, contract and clinical renewable appointments)	J3		

<sup>1</sup> Participation in *voluntary* retirement plans administered by TIAA, including 403(b) & 457(b), is available to all faculty & staff, regardless of FTE. Only the 403(b) plan provides an employer match, however, the following are **not eligible to receive the employer match**: non-exempt (bi-weekly paid) staff, Post-Doc Fellow I, temporary, and/or part-time employees.

<sup>2</sup> Participation in TRS is *mandatory* for regular & renewable positions with at least 0.5 FTE, including any appointments of one academic year or longer. Any faculty & staff who are active members in TRS due to current or prior participation with UA or other qualifying TRS entity will also be required to contribute to TRS regardless of length of appointment or FTE.

<sup>3</sup> After three (3) years in Post-Doc Fellow I position, employees who transition to Post-Doc Fellow II are eligible for the 403(b)-employer match *and* must contribute to TRS.