



**THE UNIVERSITY OF ALABAMA  
EMPLOYEE BENEFITS ELIGIBILITY MATRIX**

7-15-08

Benefit	Who is Eligible **										Who Pays	When Eligible**	What to Know
	1	2	3	4	5	6	7	8	9	10			
Medical Plan	1	2		4	5	6	7	8	9		UA & Employee	Immediately	Administered by Blue Cross/Blue Shield
Dental Plan	1	2		4	5	6	7	8	9		Employee	Within one month of hire date	MetLife Dental Plan
Vision Plan	1	2		4	5	6	7	8	9		Employee	Within one month of hire date	UnitedHealthcare Vision Plan
Flexible Spending Accounts	1	2		4	5	6	7	8	9		Employee	Immediately	Tax savings on medical and dependent care
University Paid Group Term Life Insurance	1			4		6		8			UA	Immediately	Coverage varies with salary
University Paid Accidental Death & Dismemberment	1			4		6		8			UA	Immediately	\$22,500 coverage
Voluntary Group Term Life Insurance	1			4	5	6	7	8			Employee	Immediately	Additional group term life insurance
Voluntary Accidental Death & Dismemberment Insurance	1	2		4	5	6	7	8	9		Employee	Immediately	Additional AD&D insurance
University Paid Long Term Disability Insurance	1			4		6		8			UA	Immediately	Payments after 90 days of disability
Teachers' Retirement System (TRS) - 401(a)	1	2				6	7*	8	9	10*	UA & Employee	Immediately	* Mandatory 5% employee contribution
Tax Deferred Plans - 403(b)	1	2	3	4	5	6	7	8	9	10	UA &/or Employee	Immediately	Tax exempt savings plan
Deferred Compensation Plans - 457(b)	1	2	3	4	5	6	7	8	9	10	Employee	Immediately	Deferral of income & taxes to later date
Long-Term Care Insurance	1	2		4	5	6	7	8	9		Employee	Immediately	LTC insurance at group rates
Employee Assistance Program	1	2		4	5	6	7	8	9		UA	Immediately	Confidential counseling & referral services
Tuition Grant Program	1	2		4		6	7	8	9		UA	Immediately for emp. 6 months for dep.	Employee & dependent tuition benefits
Annual Leave (vacation)	1	2									UA	Immediately	Generous paid vacation
Sick Leave	1	2									UA	Immediately	Equates to 1 day earned per mo. (PT leave prorated)
Holiday & Administrative Leave	1	2		4	5	6	7	8	9		UA	Immediately	Generous leave benefits
Various University Perks	1	2	3	4	5	6	7	8	9	10	UA & Employee	Immediately	Discounts for a variety of programs

\*TRS is not mandatory for Temporary Full-Time & Temporary Part-Time Faculty in year 1 but are eligible if FTE > .50. TRS is mandatory beginning 13<sup>th</sup> month.

\*\* Most benefits require active enrollment by employee – some require enrollment within 30 days of start date or eligibility date.

**\* Employment Status Category Key**

#	Employment Category	#	Employment Category
1	Regular Full-Time Staff & Administrative Faculty	6	Regular Full-Time Faculty
2	Regular Part-Time Staff	7	Temporary Full-Time Faculty
3	Temporary Full-Time, Temporary Part-Time, Contingent on call	8	Temporary Full-Time Faculty > 12 mos. Service
4	Resident Physicians	9	Regular Part-Time Faculty
5	Post Doctoral Fellows	10	Temporary Part-Time Faculty