

## Benefits Eligibility Level Indicator Requirement (BELI) for New Hires and Rehires

Beli Code	Benefits Package	Requirements
1	Full Benefits	Member of University California Retirement Plan (UCRP) Minimum 50% appointment for 12 months or more, or 1,000 hours in a 12-month limited appointment 750 hours in a rolling 12-month period. Hours worked outside of Lecturer appointment may also apply to the 750 hours (Unit 18 Lecturers)
2	Mid-Level Benefits	Non-Member of UCRP <b>Academic Visiting Titles:</b> Minimum 50% appointment for 12 months or more
3	Mid-Level Benefits	Non-Member of UCRP 100% time for at least 3 months, but less than 12 months
4	Core Benefits	Non-Member of UCRP 43.75% or more but does not meet the percentage and duration requirements of BELI 1, 2, or 3 Campus Temporary Employment Services (floaters)
5	No Benefits	Non-Member of UCRP Less than 43.75% Rehired retirees (43% appointment) Non-eligible appointments such as per diem appts., residents, and work without salary (wos).

If rehired after a break in service of 120 days, employees have a new period of initial eligibility (PIE) and may enroll in any plans for which they are eligible.

Once separated from UC employment for 12 months, hours toward retirement status eligibility reverts back to zero.

Employee must maintain 17.5 hours per week to remain benefits eligible.

Other situations may apply, if you have questions regarding any appointment contact the Benefits Office.

Appointment Duration Code	Description
<b>B</b> (Budget)	The appointment end date is for "Budgetary Purposes Only"
<b>V</b> (Visa)	The appointment end date is for "Visa Purposes Only"

<b>BENEFITS PACKAGES</b>		
<b>FULL BENEFITS/BELI 1</b>	<b>MID-LEVEL BENEFITS/BELI 2 &amp; 3</b>	<b>CORE BENEFITS/BELI 4</b>
Comprehensive or Core Medical	Comprehensive or Core Medical	Core Medical
Dental		
Vision		
Basic Life	Core Life	Core Life
Supplemental Life	Supplemental Life	
Basic/Expanded Dependent Life	Basic/Expanded Dependent Life	
Accidental Death & Dismemberment Insurance	Accidental Death & Dismemberment Insurance	Accidental Death & Dismemberment Insurance
Short-Term/Supplemental Disability		
Legal	Legal	Legal
DepCare	DepCare	DepCare
Healthcare Reimbursement	Healthcare Reimbursement	Healthcare Reimbursement
<b>APPOINTMENT TYPE</b>	<b>DEFINITION</b>	
<b>Academic Appointments</b>	General faculty usually appointed on July 1 for an entire year, some not arriving until fall quarter. Appointment may be renewed annually depending on funding.	
<b>Career Appointment</b>	A career is established at a fixed or variable percentage of time at 50 percent or more, of full-time, which is expected to continue for one year or longer.	
<b>Contract Appointment</b>	A contract appointment is established at a fixed or variable percentage of time for a definite period.	
<b>Floater Appointment</b>	A floater appointment is reserved for use in the temporary employment pools and may be established at any percent of full time for up to two years' duration for non-represented positions and 18 months' duration for representative positions.	
<b>Lecturer (Unit 18)</b>	Lecturers are hired at variable percentages of times on a quarter to quarter basis or longer.	
<b>Limited Appointment</b>	A limited appointment is established at any percentage of time, fixed or variable, during which the appointee is expected to be on pay status for fewer than 1,000 hours in a 12-month period.	
<b>Partial-Year Career Appointment (Furlough)</b>	A partial-year career appointment accommodates foreseeable seasonal fluctuations in staffing, budgetary, operational, or other needs.	
<b>Per Diem Appointment</b>	A Per Diem appointment adds to, or substitutes for, career and limited appointments on a pre-scheduled basis or as needed on a day-to-day basis as determined by the University.	
<b>Postdoctoral Scholar (Postdoc)</b>	Postdoctoral scholar appointments are temporary positions with fixed end dates intended to provide a full-time program of advanced academic preparation and research training.	
<b>Resident (House Staff)</b>	A resident is a medical school graduate (M.D. or D.O.) who is participating in an accredited residence training program for a minimum number of years required for their medical speciality.	