

# University Benefits Eligibility Grid

Last Updated 5/31/05

Participant Group	HRS	UK	Dental,	Life/	Flex.	Flex.	Vol-	EOP	Vol.	Mand.	Well-	Worker's	LTD	HR	Administrative
	Emp	Credit	Vision &	AD&D	Depend	Medical	untary		Retire-	Retire-	ness	Comp.		Policy	Regulations
	Status		Health		Care	Care	Ben.		ment	ment					
<b>I. Active Employees</b>															
Regular full-time and WEPP	1	x	x	x	x	x	x	x	x	x	x	x	x	93.1	AR2-1.1-5,AR2-1.6-1
Reg, .75 & above FTE.	A	x	x	x	x	x	x	x	x	x	x	x	x		
Post-doc Scholar	P	x	x	x	x	x	x	x <sup>#</sup>	x		x	x	x	93.1	AR2-4.0-1
Post-doc Fellow	F	x	x	x	x		x		x		x	x		93.1	AR2-4.0-1
Housestaff	H	x	x	x	x	x	x	x	x		x	x	x	93.1	AR2-7.0-7
Visiting Scholar			x						x			x		93.1	AR2-4.0-1
Regular half-time	2		x		x	x			x		x	x		93.1	
Regular part-time	3		x <sup>**</sup>		x				x		x	x		93.1	
Temporary full-time	4		x <sup>***</sup>		x				x			x		93.1	
Temporary half-time	5		x <sup>***</sup>		x				x			x		93.1	
Temporary part-time	6		x <sup>***</sup> <sup>****</sup>		x				x			x		93.1	
Fellowship-U.S. Citizen	X											x		93.1	
Fellowship-NR Alien	Y											x		93.1	
On call	O											x		93.1	
On call pool nurses w/qualifiers below	O		x		x		x		x		x	x			
Paducah School of Engineering	1	x	x	x	x	x	x	x	x	x	x	x	x	93.1	
UK physicians w VA 8/8 assignment	1	x	x	x	x	x	x	x	x	x	x	x	x	93.1	
Central KY Management Systems CKMS	N/A		x	x	x	x	x						x		
Center for Applied Energy & Research	1	x	x	x	x	x	x	x	x	x	x	x	x	93.1	
<b>II. UK Retirees</b>															
Retiree (w/15 yrs. continual service)	7	x	x	x <sup>#</sup>							x			94.1.1,94.1.4	
Retiree (w/5 yrs. continual service)	7		x								x			93.1.6,93.1	
Phased Retirement	R	x	x	x	x	x	x	x	x	x	x	x	x		AR2-1.6-2
Retiree Spouse Survivor	S	1/2	x								x				
<b>III. Non-UK Employees</b>															
Civil Service Employees	N/A		v&D	x	x	x	x	x	x	x <sup>++</sup>	x	x			
House Directors	N/A		x												
VA employees	N/A						x								
Military Science Personnel	N/A							x <sup>#</sup>							
<b>IV. UK Reg. FT Employees on Leave</b>															
Sabbatical-Full pay		x	x	x	x	x	x	x	x	x	x	x	x		GRx-11
Sabbatical-1/2 pay		x	x	x	x	x	x	x	x	x	x	x	x		GRx-11
FMLA		x	x	x	x	x	x	x	x	x	x	x	x	94.1.3,88.3.8	AR2-1.1-12
Temporary Disability Leave w/pay *		x	x	x	x	x	x	x	x	x	x	x	x	94.1.3,88.3.8	
Temporary Disability Leave wout/pay *		x	x	x	x	x	x	x	x		x	x	x	94.1.3	
Worker's Compensation		x	x	x	x&	x&	x	x			x	x	x	94.1.5	
Flex Leave		x	x	x	x	x&	x	x			x	x	x	94.1.6,86.1.2.3	
LTD	1	x	x	x	x&	x&	x	x	x	x	x	x	x	94.1.1,93.1	GRx-13
Scholarly Leave		x	x	x	x	x	x	x	x	x <sup>+++%</sup>	x	x	x		
Educational Leave		x	x	x	x	x	x	x	x	x <sup>%</sup>	x	x	x		
Other Leave with pay		x	x	x	x	x	x	x	x	x <sup>%</sup>	x	x	x		

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Other Leave without pay (62, 80)			x					x				x	x****	94.1.3	
Military Leave with pay		x	x	(life only)	x	x	x	x	x	x	x	x	x	75	
Military Leave without pay			x	(life only)		x	x	x	x+	x+	x	x	x###	75.1.3	
COBRA is a continuation of existing coverage available for 18 to 29 months. The coverage can be extended to a maximum of 36 months for a qualifying event or a dependent child not in school. COBRA is not an event that qualifies for the UK credit.															
* Temporary Leave is up to 90 days for staff and 6 months for faculty. (Leave code 51)															
** Must be at least .20 FTE to be eligible to purchase health insurance.															
*** Must have sufficient payroll earnings to cover premiums to be eligible to purchase health, vision and dental insurance.															
**** Up to six months if in an employer approved LWOP															
#Eligibility for Post Doc Scholar's participation in the EEP program is not specified in the policy although participation is allowed.															
## Retirees with 15 years of service who were hired before 8/1/65 and who were covered by the old Prudential life insurance plan are eligible for \$5000 basic life insurance.															
### LTD eligible pursuant to military leave policy															
+ Retirement contributions that would have been made while on military LWOP may be made up upon return.															
++Based on Civil Service groups IV and V. Not mandatory but becomes mandatory once elected.															
+++ Calculation based on Top-up salary not base.															
%Dependent care deductions must be made from earnings (not WC benefit)															
%Bsic retirement calculated on UK payroll only.															
<b>Pool nurse qualifiers: Title Nurse Clinical 1, 2, 3 or Nurse Clinical/Hosp, AND on "premium" on call status</b>															
<b>JOB GROUP "S" classifies student employees. Students are not entitled to benefits.</b>															