

BELI Code

The Benefits Eligibility Level Indicator (BELI) code determines for which benefit package, if any, an employee is eligible. Each employee must be assigned a BELI code at the time of hire or rehire or be re-evaluated when there is a change to the employee's personnel status. The BELI code is entered on the EPER screen in PPS.

| BELI | Initial Requirements | UCRP | Comments |
|----------|---|------|---|
| 1 | <p>*Method 1: Appointment is 50% or more & 12 months or more</p> <p>**Method 2: Accumulation of qualifying hours in rolling 12-month period</p> | Yes | <ul style="list-style-type: none"> - Eligible for Full Benefits - Must have appointment type which is eligible for benefits (Contract, Career, Limited, Non-student Academic and Partial-Yr Career) - May not be a title excluded from UCRP - |
| 2 | Appointment is 50% or more & 12 months or more | No | <ul style="list-style-type: none"> - Eligible for Mid-Level Benefits - Titles excluded from UCRP ("Visiting" Title, Regents' Lecturer, Regents' Professor) |
| 3 | 100% & 3 months or more, but less than 12 months | No | <ul style="list-style-type: none"> - Eligible for Mid-Level Benefits - <i>If appointment were extended to a year or more in length, then employee would become a BELI 1 (if UCRP eligible title) effective the date the extension is processed in PPS</i> |
| 4 | 43.75% or more but does not satisfy % and duration requirement for BELI 1,2 or 3 | No | <ul style="list-style-type: none"> - Eligible for Core Benefits - May not be a seasonal employee |
| 5 | <ul style="list-style-type: none"> - Any appointment at less than 43.75% - Student Titles* and Academic Titles Restricted to Students at any percentage, any duration | No | <ul style="list-style-type: none"> - Not eligible for Benefits |
| P | <p>Primary appointment in the following:</p> <ul style="list-style-type: none"> • Post-Doc Employee (TC 3252) • Post-Doc Fellow (TC 3253) • Post-Doc Paid-Direct (TC 3254) | No | <ul style="list-style-type: none"> - Eligible for Post-Doctoral Scholar Benefits |

***Method 1: Eligibility based on Appointment Criteria**

Employee must have an appointment which is eligible for benefits and satisfy minimum percent and duration(+) of appointment requirements.

(+) If appointment end date is due to funding or visa purposes, and the intention of the appointment is to be 12 months or more at 50% time or more, the BELI code may be based on the intent of the position by assigning the appropriate Duration Indicator:

- "B" - Indefinite, with an appointment end date for budgetary purposes
 - "V" - For visa purposes only
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****Method 2: Eligibility based on Hours on Pay Status**

Once an employee had accumulated a certain number of eligible hours in a given 12-consecutive month period, the employee automatically qualifies for Full-Benefits and UCRP membership if appointed in a UCRP includable title.

Hour thresholds are:

- 1000 hours for Non-Student Staff and Academic Titles (excluding IX Unit employees)
 - Includes the following appointment types
 - Contract (Appointment Type "1")
 - Limited (Appointment Type "3")
 - Certain Academic (Appointment Type "5")
- 750 hours for Non-Senate Faculty
 - Covered Member of the IX Unit

Does not apply to individuals where Student Status is:

- "3" or "6" - UC Undergraduate Student*
- "4" or "7" - UC Graduate Student

**Beginning 1/1/16 – employees in casual-restricted or per diem titles can be eligible to be offered CORE benefits (BELI 4) – if they are appointed to work at least 75% (30 hours per week) or work that average of hours within a 12-month period based on the OP standard measurement period that began in October 2015.*

Continuing Eligibility

Once initial eligibility is established, employee must be appointed in an appointment that is in a benefit-eligible category and maintain a rolling 12-month average paid time of at least 17.5 hours per week to remain benefit-eligible. The Affordable Care Act (ACA) regulations took effect on 1/1/16 for UC Employees. All employees who were at a particular BELI level as captured on 10/1/15 will retain that level, regardless of the percent of time worked until the next measurement period occurs(10/1/16), they are separated from the University, or they move to another type of appointment with different Benefits rules (e.g, Post-Docs or Graduate Students with GSHIP coverage).

Preparer Tip

When assigning a BELI code, consider the following:

| Initial Hire/Rehire | Continuing Employment |
|---|--|
| Appointment Attributes <ul style="list-style-type: none">• Type• Title• Percentage Time• Duration <p>For rehired employees, if appointed in UCRP-includable title, must consider eligible hours worked within 12-month period prior to month of rehire date before considering percentage time and duration of new appointment.</p> | Appointment Attributes <ul style="list-style-type: none">• Type• Title• Description of Service (DOS) code <p>Exclude zero-%-time reported DOS codes</p> <ul style="list-style-type: none">• Consecutive periods at 50% time or more in benefit-eligible appointments (See Continuing Eligibility) Employment Attributes <ul style="list-style-type: none">• 12-month total of eligible hours worked (IHR2 screen)• 12-month rolling average hours (IHRS screen) |