

BELI RESOURCE SHEET W/ACA COMPLIANCE

INITIAL - MINIMUM BELI REQUIREMENTS

APPT TYPES	MIN APPT %	DURATION	APPT TYPES	MIN APPT %	DURATION	APPT TYPES	MIN APPT %	DURATION	APPT TYPES	GROUP	MIN APPT %	DURATION	APPT TYPES	GROUP	APPT %	DURATION
8	50%	12 MONTHS OR MORE	8	50%	12 MONTHS OR MORE	8	100%	MINIMUM 3 MONTHS BUT LESS THAN 12	8	A	GROUP A: 43.75% GROUP B: 75%	GROUP A: ANY DURATION GROUP B: 3 OR MORE MONTHS	8	A	GROUP A: LESS THAN 43.75% GROUP B: LESS THAN 75%	GROUP A: ANY DURATION GROUP B: < 75% - ANY DURATION > 75% - LESS THAN 3 MONTHS
7			7			7			A	7			A			
6			6			6			B	6			B			
5			5			5			A	5			A			
4			4			4			B	4			B			
3			3			3			A	3			A			
2			2			2			A	2			A			
1			1			1			A	1			A			
BELI 1			BELI 2			BELI 3			BELI 4			BELI 5				
APPOINTED 50% FOR 12 MONTHS OR MORE; POSITION MUST BE ELIG FOR UCRP			APPOINTED 50% FOR 12 MONTHS OR MORE; SAME AS BELI 1 EXCEPT NOT ELIG FOR UCRP - APPLIES TO FLOATERS AND POSITION TITLES WITH 'VISITING' AND 'REGENTS'			APPOINTED 100% FOR AT LEAST 3 MONTHS; BUT LESS THAN 12			FOR GROUP A: APPOINTED 43.75% OR MORE - ANY DURATION BUT DOES NOT MEET REQUIREMENTS OF BELI 1, 2, OR 3 FOR GROUP B: INITIAL APPOINTMENT MUST BE FOR 75% OR MORE - FOR 3 OR MORE MONTHS			FOR GROUP A: APPOINTED AT LESS THAN 43.75%, ANY DURATION FOR GROUP B: APPOINTED AT LESS THAN 75%, REGARDLESS OF DURATION; OR 75% OR MORE BUT LESS THAN 3 MONTHS				

CONTINUING BELI REQUIREMENTS

APPOINTMENT TYPES

<p>TO MAINTAIN BENEFIT COVERAGE:</p> <ul style="list-style-type: none"> GROUP A MUST MAINTAIN AVERAGE WEEKLY HOURS OF SERVICE OF 17.5 HOURS OVER FULL STANDARD MEASUREMENT PERIOD GROUP B MUST MAINTAIN AVERAGE WEEKLY HOURS OF SERVICE OF 30 HOURS OVER FULL STANDARD MEASUREMENT PERIOD STANDARD MEASUREMENT PERIODS: <ul style="list-style-type: none"> FOR MONTHLY PAID EMPLOYEES - NOV 1 THRU OCT 31; FOR BI-WEEKLY PAID EMPLOYEES - NOV 9 THRU NOV 7 EMPLOYEES MEETING MINIMUM AVERAGE WEEKLY HOURS OF SERVICE WILL BE OFFERED COVERAGE FOR THE FOLLOWING YEAR EMPLOYEES GOING FROM GROUP B TO A WITH GREATER BENEFITS ELIGIBILITY WILL HAVE NEW BEGINNING BENEFITS ELIGIBILITY PERIOD 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: center;">GROUP A APPT TYPES:</th> <th style="text-align: center;">GROUP B APPT TYPES:</th> </tr> <tr> <td style="vertical-align: top;"> TYPE 1: CONTRACT TYPE 2: REGULAR/CAREER TYPE 3: LIMITED TYPE 5: ACADEMIC TYPE 7: PARTIAL YEAR/CAREER TYPE 8: FLOATER (NOT UCRP) </td> <td style="vertical-align: top;"> TYPE 4: CASUAL/RESTRICTED/STUDENT TYPE 6: PER DIEM </td> </tr> </table>	GROUP A APPT TYPES:	GROUP B APPT TYPES:	TYPE 1: CONTRACT TYPE 2: REGULAR/CAREER TYPE 3: LIMITED TYPE 5: ACADEMIC TYPE 7: PARTIAL YEAR/CAREER TYPE 8: FLOATER (NOT UCRP)	TYPE 4: CASUAL/RESTRICTED/STUDENT TYPE 6: PER DIEM
GROUP A APPT TYPES:	GROUP B APPT TYPES:				
TYPE 1: CONTRACT TYPE 2: REGULAR/CAREER TYPE 3: LIMITED TYPE 5: ACADEMIC TYPE 7: PARTIAL YEAR/CAREER TYPE 8: FLOATER (NOT UCRP)	TYPE 4: CASUAL/RESTRICTED/STUDENT TYPE 6: PER DIEM				

LOSS OF CONTINUING ELIGIBILITY

- AN EMPLOYEE LOSES THEIR CONTINUING ELIGIBILITY AT THE END OF THE YEAR IN WHICH THEY FAIL TO MEET THE MINIMUM HOURS OF SERVICE AFTER THEIR STANDARD MEASUREMENT TESTING PERIOD
- ELIGIBILITY ENDS ON DECEMBER 31 OF THAT YEAR; THEY WILL NOT BE OFFERED BENEFITS FOR THE FOLLOWING YEAR
 - RE-ASSIGN BELI TO '5'; BELI EFFECTIVE DATE IS DECEMBER 1
 - COVERAGE END DATE WILL BE DECEMBER 31
 - COBRA EFFECTIVE DATE WILL JANUARY 1

BELI REMINDERS FOR GROUP A

- FOR APPTS OF LESS THAN 12 MONTHS BUT WHERE INTENT IS FOR 12 MONTHS OR LONGER - ENTER QUALIFER CODE OF 'V' FOR VISA OR 'B' FOR BUDGET TO ASSIGN BELI 1
- FOR REQUIRES TO LIMITED APPTS, CHECK IHR2 SCREEN - IF HOURS BUCKET > 1,000 HOURS THEN ASSIGN BELI 1, REGARDLESS OF APPT % OR DURATION
- FOR CONSECUTIVE APPTS WITHOUT A BREAK IN SERVICE, ADD APPOINTMENTS TOGETHER TO DETERMINE INITIAL BELI ELIGIBILITY
- FOR CONCURRENT APPTS, ADD THE PERCENTAGES TOGETHER TO DETERMINE INITIAL BELI ELIGIBILITY

BELI OUT OF COMPLIANCE REPORT

- THINGS TO CONSIDER WHEN EVALUATING AN EMPLOYEE'S RECORD WHEN REVIEWING BELI OUT OF COMPLIANCE RECORDS:
- APPOINTMENT ATTRIBUTE ERROR TYPES:
 - APPOINTMENT TYPE
 - APPOINTMENT TITLE AND PERCENTAGE
 - PAY RATE CODE
 - APPROPRIATE APPLICATION OF DURATION CODE

BENEFIT PACKAGES

EFFECTIVE JANUARY 1, 2016 - EMPLOYEES WILL NO LONGER DEFAULT IN TO CORE COVERAGE

FULL BENEFITS (BELI 1)	MID LEVEL BENEFITS (BELI 2 & 3)	CORE BENEFITS (BELI 4)
<ul style="list-style-type: none"> • FULL OR CORE MEDICAL • DENTAL • VISION • LEGAL • BASIC LIFE • SUPPLEMENTAL LIFE • DEPENDENT LIFE • SHORT-TERM DISABILITY • SUPPLEMENTAL DISABILITY • AD&D • DEPCARE FSA • HEALTH FSA • UCRP 	<ul style="list-style-type: none"> • FULL OR CORE (MEDICAL ONLY) • LEGAL • CORE LIFE • SUPPLEMENTAL LIFE • DEPENDENT LIFE • AD&D • DEPCARE FSA • HEALTH FSA 	<ul style="list-style-type: none"> • CORE MEDICAL * • LEGAL • CORE LIFE * • AD&D • DEPCARE FSA • HEALTH FSA
BELI 5		
<ul style="list-style-type: none"> • NO BENEFITS 		
POSTDOC SCHOLAR BENEFITS (BELI P)		
<ul style="list-style-type: none"> <li style="width: 50%;">• PSBP MEDICAL <li style="width: 50%;">• STANDARD SHORT-TERM DISABILITY <li style="width: 50%;">• PSBP DENTAL <li style="width: 50%;">• STANDARD LONG-TERM DISABILITY <li style="width: 50%;">• PSBP VISION <li style="width: 50%;">• STANDARD EMPLOYER-PAID LIFE/AD&D 		

*** 2016 CORE - MONTHLY EMPLOYER RATES**

	SELF	SELF + CHILD(REN)	SELF + ADULT	SELF + FAMILY
CORE MEDICAL:	\$235.87	\$424.57	\$495.33	684.02
CORE LIFE:	\$0.47 PER EMPLOYEE			