

	Full-Time (Faculty & Staff) including post-doc	Part-Time (Faculty & Staff)	Adjunct	Temporary, Casual, Per-Diem, Part-Time less than 20 hrs	Co-op	Student, Leased Employees	Long-Term Disability (LTD) recipient
Medical/RX, Dental, Vision: 1st of the month following date of hire, or if date of hire is on the 1st, then effective immediately	✓	✓	<i>Only when Affordable Care Act (ACA) eligible</i>	<i>Only when ACA eligible</i>	<i>Only when ACA eligible</i>		✓
Medical Waiver Credit: Up to \$800/year	✓						
Retirement 403(b)	✓	✓	<i>Employee contributions; Eligible after 1,000 hours per calendar year (CY) and active as of 12/31</i>	<i>Employee contributions; Eligible after 1,000 hours per CY and active as of 12/31</i>	<i>Employee contribution only</i>		<i>Only Employer Contributions if elected/eligible prior to LTD</i>
Retirement 457(b) (for eligible employees who make over \$150k) Employee Contribution Only	✓	✓					
Flexible Spending Accounts -- Options: 1) Healthcare, 2) Limited Purpose (only with Health Savings Account) and 3) Dependent Care	✓	✓					<i>Only through COBRA</i>
Health Savings Accounts (Only if enrolled in Consumer Directed Health Plan)	✓	✓					
Voluntary Short Term Disability	✓	✓					
Long Term Disability	✓						
Basic Life and AD&D	✓						
Supplemental Life and AD&D (Employee, Spouse and/or Child)	✓	✓					<i>Only through Port/Convert</i>
Tuition Benefits: Employee (New hire employees 90 days from date of hire)	✓						
Tuition Benefits: Dependent see policy	✓						
Tuition Exchange (dependents only)	✓						
Vacation Time (FT-Mnthly- 20 days per yr, FT- biwklly- 0-5 years of service - 15 days per yr, over 5 yrs of service - 20 days per yr, PT-pro-rated based on hrs per week)	Staff only ; Faculty must consult with Faculty Affairs	Staff only ; Faculty must consult with Faculty Affairs					
Sick Time (FT- mnthly-1 day pr month- 12 days per yr, FT- biwklly 3.70 hrs per biwklly- 12 per yr- PT- prorated based on hrs per week Faculty consult with Faculty Affairs)	Staff only ; Faculty must consult with Faculty Affairs	Staff only ; Faculty must consult with Faculty Affairs					
Family and Non Family Medical, and Personal Leave of Absence (PLOA for staff only)	✓	✓					

<u>Flexible Scheduling and Remote Work</u> (for some staff only; faculty consult with Faculty Affairs)	✓	✓					
<u>Commuter Benefits</u>	✓	✓					
<u>SEPTA Key Advantage Program</u>	✓	✓					
<u>Progyny: Fertility</u> (Must be enrolled in medical plan)	✓	✓	Only through ACA				✓
<u>Progyny: Adoption</u> (The employee does not need to be enrolled in medical benefits)	✓	✓					
<u>Employee Assistance Program (SupportLinc)</u>	✓	✓	✓				✓
<u>Health Advocate</u>	✓	✓					
<u>Wellness Incentive Program (employee and/or spouse/domestic partner)</u>	✓	✓					
<u>Civic Engagement Leave (excludes faculty)</u>	✓	✓					
<u>Dragon Perks (voluntary benefits and discounts)</u>	✓	✓					Specific plans direct bill
<u>Home Purchase Assistance Program</u>	✓	✓					
<u>Business Travel Accident</u>	✓	✓					
<u>Drexel Retiree Benefits</u>	✓						