

BENEFIT GROUP ELIGIBILITY RULES

Contractual (ACA)

Contractual, Intern or Temporary
 AND... one of the following:
 Benefit Job FTE >= 75% with a Contract Duration > 90 Days
 Benefit Job FTE > 75% with a Job Profile = Benefits Only Employee - NonTenure Track Faculty
 Job Profile = Benefits Only Employee - Subsidy Eligible Due to Multiple Contracts with at least one Active Contract
 ACA Eligible based on last years Measurement Period Reporting

Contractual (Non ACA)

1. SPMS or Non-SPMS
2. Contractual
- 3a. Benefit Job FTE < 75% **AND** (Either Contract Duration > 90 Days **OR** Job Profile = Benefits Only Employee - NonTenure Track Faculty)
- 3b. Can't have Job Profile = Benefits Only Employee - Subsidy Eligible Due to Multiple Contracts
- 3c. Can't be marked ACA Eligible based on last years Measurement Period Reporting
- 4a. Active Employee (Not a Retiree)
- 4b. Retired-Active and have chosen employee benefits

FT & PT FTE 50% Bi-Weekly

1. SPMS or Non-SPMS
2. State/Regular
3. Pay Group Frequency = Bi-Weekly
4. Can't be in Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
- 5a. Benefit Job FTE >= 50%
- 5b. Job Profile = Benefits Only Employee - Geographical FT
- 5c. Job Profile = Benefits Only Employee - Graduate Asst - Subsidized
- 6a. Active Employee (Not a Retiree)
- 6b. Retired-Active and have chosen employee benefits
7. Can't be on an Unpaid Military Administrative, Armed Services or Sabbatical Leave
8. Neither Employee or Dependent can be ESRD

FT & PT FTE 50% Bi-Weekly - Medicare

1. SPMS or Non-SPMS
2. State/Regular
3. Pay Group Frequency = Bi-Weekly
4. Can't be in Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
- 5a. Benefit Job FTE >= 50%
- 5b. Job Profile = Benefits Only Employee - Geographical FT
- 5c. Job Profile = Benefits Only Employee - Graduate Asst - Subsidized
- 6a. Active Employee (Not a Retiree)
- 6b. Retired-Active and have chosen employee benefits
7. Can't be on an Unpaid Military Administrative, Armed Services or Sabbatical Leave
8. Either Employee or Dependent is ESRD

FT & PT FTE 50% Monthly

1. SPMS or Non-SPMS
2. State/Regular
3. Pay Group Frequency = Monthly
4. Benefit Job FTE >= 50%
- 5a. Active Employee (Not a Retiree)
- 5b. Retired-Active and have chosen employee benefits
6. Can't be on an Unpaid Military Administrative or Armed Services Leave
7. Neither Employee or Dependent can be ESRD

FT & PT FTE 50% Monthly - Medicare

1. SPMS or Non-SPMS
2. State/Regular
3. Pay Group Frequency = Monthly
4. Benefit Job FTE >= 50%
- 5a. Active Employee (Not a Retiree)
- 5b. Retired-Active and have chosen employee benefits
6. Can't be on an Unpaid Military Administrative or Armed Services Leave
7. Either Employee or Dependent is ESRD

SLEOLA

1. SPMS or Non-SPMS
2. State/Regular
3. Benefit Job FTE >= 50%
- 4a. In Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
- 4b. Job Profile = Benefits Employee Only - SLEOLA
- 5a. Active Employee (Not a Retiree)
- 5b. Retired-Active and have chosen employee benefits
6. Can't be on an Unpaid Military Administrative or Armed Services Leave
7. Neither Employee or Dependent can be ESRD

SLEOLA - Medicare

1. SPMS or Non-SPMS
2. State/Regular
3. Benefit Job FTE >= 50%
- 4a. In Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
- 4b. Job Profile = Benefits Employee Only - SLEOLA
- 5a. Active Employee (Not a Retiree)
- 5b. Retired-Active and have chosen employee benefits
6. Can't be on an Unpaid Military Administrative or Armed Services Leave
7. Either Employee or Dependent is ESRD

Part-Time (No Subsidy)

1. SPMS or Non-SPMS
2. State/Regular
3. Benefit Job FTE < 50%
4. Can't be in Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
5. Job Profile ≠ Benefits Only Employee - Geographical FT
6. Job Profile ≠ Benefits Only Employee - Graduate Asst - Subsidized

- 7a. Active Employee (Not a Retiree)
- 7b. Retired-Active and have chosen employee benefits

Military Administrative Leave

1. State/Regular
2. On an Unpaid > Military Administrative Leave
3. Can't be in Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes

Military Administrative Leave - SLEOLA

1. SPMS or Non-SPMS
2. State/Regular
3. On an Unpaid > Military Administrative Leave

- 4a. In Bargaining Unit I (Sworn Police Officers) with Bargaining Status = Yes
- 4b. Job Profile = Benefits Employee Only - SLEOLA

5. Active Employee (Not a Retiree)

Sabbatical - State Universities Only

1. On an Unpaid > Sabbatical Leave

ORP Retiree
<p>1a. Retiree Org = ORP Retiree 1b. Special Eligibility Reason = ORP Retiree: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = ORP Retiree: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

ORP Retiree - Medicare
<p>1a. Retiree Org = ORP Retiree 1b. Special Eligibility Reason = ORP Retiree: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = ORP Retiree: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

Special Circumstance Beneficiaries
<p>1. Retiree Org = Special Circumstance Retiree Beneficiary 2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

Special Circumstance Beneficiaries - Medicare
<p>1. Retiree Org = Special Circumstance Retiree Beneficiary 2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

Special Circumstance Retiree
<p>1. Retiree Org = Special Circumstance Retiree 2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

Special Circumstance Retiree - Medicare
<p>1. Retiree Org = Special Circumstance Retiree 2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

State Pension Beneficiaries
<p>1a. Retiree Org = State Pension Retiree Beneficiary 1b. Special Eligibility Reason = State Pension Beneficiary: Active at Conversion with Retiree Benefits</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

State Pension Beneficiaries - Medicare
<p>1a. Retiree Org = State Pension Retiree Beneficiary 1b. Special Eligibility Reason = State Pension Beneficiary: Active at Conversion with Retiree Benefits</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

State Pension Retiree
<p>1a. Retiree Org = State Pension Retiree 1b. Special Eligibility Reason = State Pension Retiree: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = State Pension Retiree: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

State Pension Retiree - Medicare
<p>1a. Retiree Org = State Pension Retiree 1b. Special Eligibility Reason = State Pension Retiree: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = State Pension Retiree: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

State Pension Retirees Pending
<p>1a. Retiree Org = Pending State Retirement 1b. Special Eligibility Reason = State Pension Pending: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = State Pension Pending: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Neither Retiree or Dependent is Age 65 or more</p>

State Pension Retirees Pending - Medicare
<p>1a. Retiree Org = Pending State Retirement 1b. Special Eligibility Reason = State Pension Pending: Active at Conversion with Retiree Benefits 1c. Special Eligibility Reason = State Pension Pending: Future-Dated Retiree</p> <p>2. No Date of Death 3. If Retired-Active, <u>have not</u> chosen employee benefits 4. Either Retiree or Dependent is Age 65 or more</p>

STATE OF MARYLAND - SPS BENEFITS: BENEFIT GROUPS

FT & PT FTE 50% Bi-Weekly/Monthly/10-Month

State/Regular
 NOT on an Unpaid Military Administrative, Armed Services or Sabbatical Leave
AND... one of the following:

Benefit Job FTE is greater than or equal to 50%
or
Job Profile = *Benefits Only Employee - Geographical FT*
or
Job Profile = *Benefits Employee Only - SLEOLA*

Part-Time (No Subsidy)

State/Regular
 Benefit Job FTE is less than 50%
or
Job Profile = *Benefits Only Employee - Geographical FT*
or
Job Profile = *Benefits Employee Only - SLEOLA*

SLEOLA

State/Regular
 NOT on an Unpaid Military Administrative, Armed Services or Sabbatical Leave
 Benefit Job FTE is greater than or equal to 50%
AND... one of the following:

In Bargaining Unit I with a Bargaining Status = Yes
or
Job Profile = *Benefits Only Employee - Graduate Asst - Subsidized*

Contractual (ACA)

Contractual, Intern or Temporary
AND... one of the following:

Benefit Job FTE is greater than or equal to 75% with a Contract Duration greater than 90 Days
or
 Benefit Job FTE is greater than or equal to 75% with a Job Profile = *Benefits Only Employee - NonTenure Track Faculty*
or
Job Profile = *Benefits Only Employee - Subsidy Eligible Due to Multiple Contracts with at least one Active Contract*
or
ACA Eligible based on last years Measurement Period Reporting

Contractual (Non ACA)

Contractual
AND... one of the following:

Benefit Job FTE is less than 75% with a Contract Duration greater than 90 Days
or
 Benefit Job FTE is less than 75% with a Job Profile = *Benefits Only Employee - NonTenure Track Faculty*

Other Employee Benefit Groups:

Military Administrative Leave	Military Administrative Leave - SLEOLA
Sabbatical - State Universities Only	

Retiree Benefit Groups:

State Pension Retiree	State Pension Beneficiaries
State Pension Retirees Pending	
Special Circumstance Retiree	Special Circumstance Beneficiaries
ORP Retiree	