

Purdue Benefit Groups

Career streams below are aligned with the following benefit group arrangements.

Employee Class	Fire/Police Management	Fire/Police Admin	Fire/Police Hourly Fire/Police Bi-weekly Salary	Operations/ Technical (CLOSED)	Service Support	Continuing Lecturer Professional Management	Executive M/P Management Professional Faculty-Clinical/Research	Faculty - Tenured/ Tenure Track	Intern Post Doc Resident Visiting Faculty*	Graduate Student	Fellowship Pre Doc	Adjunct Limited Term Lecturer (LTL) Temporary Employee Residence Hall Counselor Student Employee Visiting Scholar
Career Stream Level	M 3-6	M 1-2	S 1-4	Operations/ Technical (CLOSED)	S 1-4	P 1-3 M 1-2	E 1-3 M 3-6 P 4-6 F 2-6	F 2-6	Post Graduate F 1-4*	Graduate Student	Post Graduate	Temporary Student Non-Pay
Benefits	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8	Group 9	Group 10	Group 11	Group 12
Retirement	University-funded: • 401(a) Mandatory	X	X				X	X	X			
	• 403(b) Base	X Immediate PSRS	X 3 year wait PSRS		X Immediate PMRS	X Immediate PMRS	X 3 year wait PSRS	X Immediate PSRS	X Immediate PSRS			
	PERF			X Immediate								
	Police/Fire Pension	X Immediate	X Immediate	X Immediate								
	Employee-funded: • 403(b) Voluntary • 457 Voluntary	X	X	X	X	X	X	X	X	X	X	X
Leaves	Paid Holidays	X	X	X	X	X	X	X	X	X	X	
	Sick Leave	X Exempt	X Exempt	X Non-Exempt	X Exempt	X Non-Exempt	X Exempt	X Exempt	X Exempt	X Exempt	X FY Grad Staff Leaves	
	Vacation	X Exempt	X Exempt	X Non-Exempt	X Exempt	X Non-Exempt	X Exempt	X Exempt	X Exempt	X Exempt	X FY Grad Staff Leaves	
	Personal Business Days	X Exempt	X Exempt		X Exempt		X Exempt	X Exempt	X Exempt	X Exempt		
	Paid Parental	X	X	X	X	X	X	X	X	X	X	
	FMLA	X	X	X	X	X	X	X	X	X	X	
	Sabbatical								X			
University Perks	Center for Healthy Living	X	X	X	X	X	X	X				
	Rec Sports	X	X	X	X	X	X	X	X	X		X
	Tuition Fee Remission	X	X	X	X	X	X	X		X Grad Staff Fee Remission		
	Purdue Global Education Benefit	X	X	X	X	X	X	X				X Adjunct Faculty only

The above information is provided as an overview of benefit program offerings available to employees in each of the designated employee class and career stream levels at the university. Additional eligibility and benefit program details are located at: https://www.purdue.edu/hr/Benefits/currentEmployees/employeeBenefits/eligible_emps.html.

Notes Regarding Benefit Eligibility

- **Faculty and staff** - must be employed at least half-time for more than 12 months to be eligible for benefits. Clerical and service staff with one year or more of service are eligible to elect the short term disability program during annual open enrollment.
- **Research faculty** - appointments must be employed for at least one semester (academic) or five months (fiscal) to be eligible for benefits.
- **Visiting faculty** - appointments are defined as employment for a period of less than 24 months. To be eligible for insurance programs, visiting faculty must be employed full-time for either the spring or fall semester. Approved retirement waiver form is required for immediate retirement participation in PSRS plan.
- **Teaching Research and Administrative** - appointments (except Residence Hall Counselors) at the West Lafayette campus, who are appointed half-time or more are eligible for subsidized graduate staff medical benefits.
- **Graduate student staff** - Graduate staff are eligible for graduate staff medical, voluntary benefits, and graduate staff leaves. Refer to the Graduate Staff Employment Manual for details: <https://www.purdue.edu/gradschool/documents/gpo/graduate-student-employment-manual.pdf>.
- **Post Doc Fellowships** - are eligible to enroll in medical, vision, and preventive dental only.
- **Non Pay Affiliates/Associates** - The Alumni Association, Polytechnic, and Research Foundation administer benefit programs separately.
- **Tuition Fee Remission benefit** - Refer to Executive Memorandum C-7 for tuition fee remission eligibility requirements.
- **Residence Hall Counselors** - For additional information, visit <https://www.purdue.edu/studentemployment/site/Policies/Compensation.html>.

Footnotes:

- **Grandfathered/Special SuccessFactors (SF) Codes and Arrangements not listed above**
- **9** - Non-exempt Professional map to Group 6: Grandfathered administrative assistants. Closed group mapped to Administrative and Operational Support (2 EE's remaining at levels S3 and S4)
- **N/A** - Operations/Technical mapped to Group 4: Closed group
- **8** - Long Term Disability (Non Pay)