

2024 Faculty & Staff Benefits Summary

Health Insurance

Provided by
HIGHMARK 

Penn State offers two medical plans administered by Highmark Blue Shield. Both plans allow you freedom of choice health care providers both in and out-of-network.

Option 1: Lion Traditional

Salary	In-Network Deductible
Less than \$45,000	\$250 Individual/\$500 Family
\$45,001 - \$60,000	\$375 Individual/\$750 Family
\$60,001 - \$90,000	\$500 Individual/\$1,000 Family
More than \$90,000	\$625 Individual/ \$1,250 Family

Coinsurance: You pay **10%**, the plan pays **90%**

Copays



\$20 Primary Care



\$0 Well360 Virtual Health



\$30 Specialist



\$100 ER

Condition Care Program (formerly Value-Based Benefit) helps members manage high blood pressure, high cholesterol, or diabetes (type 1 and 2) conditions. No enrollment necessary – Highmark will automatically process these medical claims based on diagnosis of one of these conditions.

Prescription Benefits

	Generic/Preferred Brand	Non-Preferred Brand
Retail Pharmacy	50% coinsurance	70% coinsurance
Mail Order	20% coinsurance	70% coinsurance
Specialty	50% coinsurance (\$50 maximum)	70% coinsurance (\$100 maximum)

	Generic	Preferred Brand	Non-Preferred Brand
Preventive Prescriptions	10% coinsurance	20% coinsurance	40% coinsurance

Prescription drug out-of-pocket maximums of \$2,000 (individual) and \$8,000 (all other coverage levels).

Option 2: Lion Advantage

In-Network Deductible: \$1,600 Individual/\$3,200 Family

Coinsurance: You pay **10%**, the plan pays **90%**

Well360 Virtual Health: 0% after in-network deductible

All services, including prescriptions will apply to the deductible and coinsurance out-of-pocket coinsurance maximum.

Automatic Enrollment in a Health Savings Account (HSA)

Prescription Benefits

	Generic Brand	Preferred Brand	Non-Preferred Brand
Retail Pharmacy	10% coinsurance	20% coinsurance	40% coinsurance
Mail Order	10% coinsurance	20% coinsurance	40% coinsurance
Specialty		20% coinsurance (\$65 minimum)	40% coinsurance (\$100 minimum)

	Generic	Preferred Brand	Non-Preferred Brand
Preventive Prescriptions (No deductible, coinsurance only)	10% coinsurance	20% coinsurance	40% coinsurance

In order to be eligible for the Lion Advantage Plan, you cannot (1) be enrolled in Medicare collecting Social Security, (2) be enrolled in another health plan, (3) have a balance in a healthcare FSA, and (4) have a J or F Visa type. J or F Visa holders are only eligible for the Lion Traditional Plan.

Health Savings Account (HSA)

If you elect the Lion Advantage Plan, a Health Savings Account (HSA) will be opened automatically. The plan includes a debit card for easier access to funds and is administered by HealthEquity. Penn State will contribute funds to the account based on your salary, as outlined below. You also have the ability to contribute pre-tax funds through payroll.

Salary	Penn State Contribution
Less than \$45,000	\$800 Individual/\$1,600 Family
\$45,001 - \$60,000	\$600 Individual/\$1,200 Family
\$60,001 - \$90,000	\$400 Individual/\$800 Family
More than \$90,000	\$200 Individual/ \$400 Family

Things to Note:

- The HSA balance rolls over from year to year and moves with you if you retire or change employers
- Cannot make contributions to a HSA and be enrolled or have a spouse enrolled in an Health Care FSA
- Cannot be enrolled in a Medicare or other insurance plan
- IRS contribution maximums for 2024 are \$4,150 Individual / \$8,300 Family
- IRS allows an additional catch-up contribution in the amount of \$1,000 for age 55+

Flexible Spending Account (FSA)

Provided by
HealthEquity[®]

FSA's allow you to pay for select medical and child care expenses on a pre-tax basis. The health care of FSA includes a debit card for immediate access to funds.

- Health care account maximum of \$3,050 per individual.
- Dependent account maximum of \$5,000 per family.
- Funds are forfeited at the end of plan year if not utilized.
- Access to account information via HealthEquity.com.
- The IRS requires substantiation for some debit card purchases, so keep your receipts.
- Cannot be enrolled in the Lion Advantage Plan for Health Care FSA.

Vision Coverage

Provided by



EyeMed's vision plan allows participants access to preventive eye exams as well as affordable glasses and lens coverage.

- \$20 copay for annual eye exam with in-network provider
- Contact lens or frame allowance up to \$130 at in-network providers, every other year
- Special offers; LASIK or Pearle Vision, check the EyeMed app or website for updates
- 40% discount on additional glasses
- Online purchasing at Glasses.com
- 40% discount on hearing exams

Dental Coverage

Provided by

UNITED CONCORDIA[®]

Penn State's partnership with United Concordia offers a competitive dental plan designed to promote a brighter smile and complete oral wellness.

In-Network	
Preventive Services	Covered at 100%
Basic Services	Covered at 80%
Major Services	Covered at 60% (in-network)

- Use "Elite Prime" to find in-network providers
- Annual coverage maximum of \$1,500 for basic and major services
- Basic & Major service deductible of \$50 individual/\$150 other coverage levels
- Orthodontic lifetime maximum of \$1,500 per member

Short-Term Disability

Penn State's short-term disability benefits provide up to 60% of salary or a maximum of \$1,500 per week, after a period of 14 days or 30 days if unable to work due to illness or injury.

- Premiums are based on your gross salary
- Can elect a 14 or 30 day elimination period

Enrollment in the STD can be done at anytime, however, upon enrolling there is a pre-existing clause.



Long-Term Disability

Penn State's long-term disability benefits provide up to 60% of salary or a maximum of \$10,000 per month, after a period of 6 months if unable to work due to illness or injury.

- Premiums based on your gross salary
- Add Retirement Income Protection (RIP) to continue your retirement contributions

Guaranteed acceptance when enrolling as a new hire. Election during other times of the year will require Evidence of Insurability (EOI).

Life Insurance

All full-time faculty and staff employees receive a \$50,000 life insurance policy at no cost. Travel assistance benefit included.

Optional life insurance is available up to \$1.5 million for the employee. Optional dependent coverage is available for a spouse up to \$250,000 and child(ren) at \$5,000 or \$10,000 or \$20,000.

- Elect optional age-graded life insurance between 1 times your salary up to the lesser of 8 times your salary or \$1.5 million
- Guaranteed acceptance when enrolling as a new hire at 3X annual salary or maximum of \$300,000
- Travel assistance benefit included

Guaranteed acceptance when enrolling as a new hire. Election during other times of the year will require Evidence of Insurability (EOI).

Accidental Death & Dismemberment Insurance (AD&D)

Penn State's AD&D Insurance provides coverage both on and off the job, anywhere in the world. Dependent coverage is also available.

- Optional coverage with no proof of good health
- Coverage amounts ranging from \$10,000 to \$300,000
- Travel assistance benefit included

Retirement

Mandatory Retirement Plans

Eligible faculty and staff must elect to participate in one of two retirement options. The Defined Contribution Plan (administered by TIAA) or the State Employees' Retirement System (SERS).

Provided by



- TIAA requires you to contribute 5% of your gross wages; Penn State contributes 9.29%
- SERS requires you to contribute 8.25% of your gross wages*; Penn State contribution governed by state law

** The contribution rate for Penn State Police is 6.25%*

Supplemental Retirement Plans

Penn State employees have the option to contribute more to retirement. You can choose from 403(b) and 457(b) plans offered by TIAA.

- Available regardless of whether you participate in TIAA or SERS for your regular retirement plan
- Annual contribution limit of \$23,000 (plus an additional \$7,500 if age 50 or older), in both 403(b) and 457(b) accounts, in conjunction with IRS regulations and taking into consideration elective contributions made to other employer plans during the calendar year

Retirement Healthcare Savings Plan

Penn State will make monthly contributions to the savings plan for full-time faculty and staff hired on or after January 1, 2010; if eligible upon retirement, the accumulated savings can be used to purchase health insurance and other qualified medical expenses.

- The University remits \$144 per month into an account for you each month
- There is NO required contribution from you
- This is a tax-free reimbursement to you for qualified healthcare expenses after retirement

Employee Assistance Program (EAP)



The EAP is a confidential program to help support employee and eligible family members with emotional well-being or work-life balance. Information, consultations, and assistance are provided by trained SupportLinc counselors.

- **100% CONFIDENTIAL**
- Five (5) visits per family member, per issue
- Text coaching and other support resources available

Tuition Discount

Educational privileges are available to regular full-time faculty and staff members, their spouse, and their children. The grant-in-aid is for 75% of the tuition charge and applies to Penn State resident instruction and continuing education credit courses.