

2017 Faculty & Staff Benefits Summary

Please click on the headings for more detailed information.

Online at ohr.psu.edu/sites/ohr/files/benefits/documents/OverviewOfBenefits.pdf

Medical Coverage

Penn State offers two medical plans through Highmark Blue Shield, one of the nation's largest healthcare networks. Both plans allow you freedom of choice of health care providers both in and out-of-network.

PPO Blue plan

- \$375 Individual/\$750 Family in-network deductible
- 10% coinsurance; 90% paid by plan up to coinsurance out-of-pocket maximum
- Copays; \$20 Primary Care, \$30 Specialist, \$100 ER
- Value-Based Benefit Design (VBBD) to help members maintain high blood pressure, high cholesterol, or diabetes (type 1 and 2) conditions. Must contact Highmark yearly to enroll

PPO Savings plan

- \$1,600 Individual/\$3,200 in-network deductible
- 10% coinsurance; 90% paid by plan up to out-of-pocket coinsurance maximum
- No copays; all services, including prescriptions, will apply to the deductible and coinsurance out-of-pocket maximum
- Automatic enrollment in a Health Savings Account (HSA)

Prescription Drug Coverage

Prescription drug coverage is included in both of the Penn State medical plans. There is both retail and mail-in pharmacy coverage at participating Express Scripts pharmacies.

PPO Blue plan pharmacy benefits

- 50% Coinsurance at Retail Pharmacy
- 20% Coinsurance for Mail Order
- Prescription drug out-of-pocket maximums of \$2,000 (individual) and \$8,000 (all other coverage levels)

PPO Savings plan pharmacy benefits

- Deductible and coinsurance out-of-pocket maximums apply to prescription plan; covered 90% for generic, 80% for formulary brand, and 60% for non-formulary brand after deductible is satisfied.

Health Savings Account

A Health Savings Account (HSA) will be opened as part of your enrollment in the PPO Savings plan. The HSA works very similar to a Flexible Spending Account (FSA). The plan includes a debit card for easier access to funds and is administered by Bank of America. Penn State will contribute \$600 or \$1,200 for employees with a salary of \$60,000 or less; Penn State will contribute \$400 or \$800 for employees with a salary over \$60,000. You have the ability to contribute pre-tax funds through payroll

- The HSA balances rolls from year to year and moves with you if you retire or change employers
- **Cannot** be enrolled in both an HSA and FSA per IRS guidelines
- **Cannot** be enrolled in a Medicare or other insurance plan per IRS guidelines in order to own an HSA

Your Benefits Summary

Flexible Spending Accounts

A flexible spending account can lead to an increase in spendable income. Pay for select medical and child care expenses on a pre-tax basis. The healthcare FSA includes a “debit card” for immediate access.

- The IRS requires substantiation for some debit card purchases; **keep your receipts!**
- Health care account max of \$2,500; child day care account max of \$5,000
- Convenient access to account information via Highmark online account

Vision Coverage

Highmark Blue Shield’s vision plan, administered by Davis Vision, allows all participants access to preventive eye exams as well as affordable glasses and lens coverage.

- Frame allowance up \$100 and coverage available at Visionworks stores
- Eye exam covered once per year, \$20 co-pay
- Eyeglass/contact lenses + eyeglass frames covered every 2 years (19 and older); covered every year for age 18 and under
- Value-added features add deeper discounts for contacts and Lasik surgery

Dental Coverage

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

- Annual coverage maximum of \$1500; non-preventive services deductible of \$50 individual/\$150 other coverage levels
- Preventive services covered at 100%, basic services covered at 80%, and major services covered at 60% (in-network)
- Orthodontic lifetime max of \$1,500 per member

Employee Assistance Program

The EAP is a confidential program to help resolve personal issues. Information, consultations and assistance are provided by trained counselors at Health Advocate.

- 100% CONFIDENTIAL
- Five (5) visits per family member, per issue
- Now offering Healthcare Help for assistance with healthcare related issues

Long-Term Disability

Penn State’s disability benefits provide up to 60% of salary up to \$5,000 per month, if unable to work due to illness or injury.

- Optional coverage; guaranteed acceptance when enrolling as a “new hire”
- Premiums based on your gross salary
- Add Annuity Premium Benefit (APB) to continue your retirement contributions

Life Insurance

All full-time faculty and staff employees receive a \$50,000 Prudential life insurance policy at no cost. Optional life insurance is available up to \$1.5 million for the employee, up to \$250,000 for a dependent spouse, and \$5,000 for a dependent child

- 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”

Your Benefits Summary

Accidental Death & Dismemberment Insurance (AD&D)

Penn State's AD&D insurance through The Hartford covers Penn State employees both on and off the job, anywhere in the world. Dependent coverage also available.

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

Retirement Savings

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).

- TIAA requires you to contribute 5% of your gross wages; Penn State contributes 9.29%
- SERS requires you to contribute 6.25% of your gross wages; Penn State contribution governed by state law

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

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 \$18,000 (plus an additional \$6,000 if 50 or older), in both 403(b) and 457(b) accounts

Educational Privileges

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.

- Employees and spouses may use the discount toward all degree levels, no waiting period
- Dependents are eligible up to age 26; see additional eligibility rules in policy HR37