

## Staff & All-Temps: All Benefits Offerings\*

Assignment Category Full Time Equivalence (FTE)	Full-time, Regular 1	Part-time, Regular .01 - .99	All-Temps and Temporary Staff See footnote <sub>2</sub>
<b>Medical Plans</b>			
Vendor: UPMC Health Plan			
<i>Panther Gold (National PPO option for Mechanicsburg staff)</i>	✓ <sup>1</sup>	✓	✗
<i>Panther PPO</i>	✓	✓	✗
<i>Panther Basic QHDHP with Optional HSA</i> <sup>2</sup>	✓	✓	✓ <sup>3</sup>
<b>Dental</b>			
Vendor: United Concordia			
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓	✗
<i>Concordia Flex I</i>	✓	✓	✗
<i>Concordia Flex II</i>	✓	✓	✗
<b>Vision</b>			
Vendor: Davis Vision by MetLife			
<i>Fashion Excellence</i>	✓	✓	✗
<i>Designer Gold</i>	✓	✓	✗
<b>Flexible Spending Accounts</b>			
Vendor: UPMC Benefit Management Services (BMS)			
<i>Health Care</i>	✓	✓	✗
<i>Dependent Care</i>	✓	✓	✗
<i>Qualified Commuter Expense; Parking</i>	✓	✓	✗
<i>Qualified Commuter Expense; Mass Transit</i>	✓	✓	✗
<b>Life Insurance</b>			
Vendor: The Hartford			
<i>Basic Life and AD&amp;D (Automatically enroll, University Paid)</i>	✓	✓	✗
<i>Optional Life</i>	✓	✓	✗
<i>Optional AD&amp;D</i>	✓	✓	✗
<i>Dependent Life; Child(ren)</i>	✓	✓	✗
<i>Dependent Life; Spouse/Domestic Partner</i>	✓	✓	✗
<b>Retirement Savings</b>			
Record Keeper: TIAA			
<i>Defined Contribution plan (with University match)</i>	✓	✓	✗
<i>Universal Availability (Supplemental Contributions)</i>	✗	✗	✓
<i>457(b) Retirement Plan*</i>	✓	✓	✗
<b>Education</b>			
Administrator: OHR Benefits Department			
<i>Tuition discount for self</i>	✓	✓	✗
<i>Tuition discount for spouse/domestic partner</i>	✓	✗	✗
<i>Tuition discount for dependent child(ren)</i>	✓	✗	✗
<b>Care.com Membership</b>			
Vendor: Care.com			
<i>Premium, unlimited membership access to the Care.com network</i>	✓	✗	✗
<b>PittPerks</b>			
Administrator: Core Stream			
<i>Access to a broad range of discounts</i>	✓	✓	✗
<i>Access to voluntary benefits at group rates</i>	✓	✓	✗
<b>Employee Assistance Program</b>			
Vendor: UPMC Life Solutions			
<i>Access to LifeSolutions which provides a broad range of services to assist University employees and their household members.</i>	✓	✓	✓

\*Staff members under Collective Bargaining Agreements are governed according to the terms of the agreements.

\*Please note: Active MHSF employees, retirees, and former staff and faculty members are not eligible for this plan.

<sup>1</sup> Individuals who do not elect a medical plan will receive a \$50 monthly credit

<sup>2</sup> In compliance with the Affordable Care Act (ACA), individuals who are working an average of 30 or more hours of service per week during their applicable measurement period will be offered the Panther Basic PPO medical plan with an optional Health Savings Account (HSA)

<sup>3</sup> In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic are not eligible to participate in/contribute to the Health Care Flexible Spending Account.