

Post Doctoral Associates & Scholars: All Benefits Offerings

Assignment Category	Associate Full-time, Regular	Associate Part-time, Regular	Scholar Full-time, Regular ²	Scholar Part-time, Regular ²
Full Time Equivalence (FTE)	1	.01 - .99	1	.01 - .99
Summary Guide to Benefits	PDF	PDF	PDF	PDF
<u>Medical Plans</u>				
Vendor: UPMC Health Plan				
<i>Panther Gold</i>	✓ ¹	✓	✓	✓
<i>Panther PPO</i>	✓ ¹	✓	✓	✓
<i>Panther Basic QHDH with Optional HSA Only</i>	✓ ^{1,4}	✓ ⁴	✓ ⁴	✓ ⁴
<u>Dental</u>				
Vendor: United Concordia				
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓	✓	✓
<i>Concordia Flex I</i>	✓	✓	✓	✓
<i>Concordia Flex II</i>	✓	✓	✓	✓
<u>Vision</u>				
Vendor: Davis Vision by MetLife				
<i>Fashion Excellence</i>	✓	✓	✓	✓
<i>Designer Gold</i>	✓	✓	✓	✓
<u>Flexible Spending Accounts</u>				
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</i>	✓	✗	✗	✗
<u>Life Insurance</u>				
Vendor: The Hartford				
<i>Basic Life and AD&D (Automatically enroll, University Paid)</i>	✓	✗	✓	✗
<i>Optional Life</i>	✓	✗	✓	✗
<i>Optional AD&D</i>	✓	✗	✓	✗
<i>Dependent Life; Child(ren)</i>	✓	✗	✓	✗
<i>Dependent Life; Spouse/Domestic Partner</i>	✓	✗	✓	✗
<u>Retirement Savings</u>				
Record Keeper: TIAA				
<i>Defined Contribution plan (with University match)</i>	✗	✗	✗	✗
<i>Universal Availability (Supplemental Contributions)</i>	✓	✓	✗	✗
<u>Education</u>				
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>	✓	✗	✓	✗
<u>Care.com Membership³</u>				
Vendor: Care.com				
<i>Premium, unlimited membership access to the Care.com network</i>	✓	✗	✓	✗
<u>PittPerks³</u>				
Administrator: Core Stream				
<i>Access to a broad range of discounts</i>	✓	✓	✓	✓
<i>Access to voluntary benefits at group rates</i>	✓	✓	✓	✓
<u>Employee Assistance Program</u>				
Vendor: UPMC Life Solutions				
<i>Access to LifeSolutions which provides a broad range of services to assist University employees and their household members.</i>	✓	✓	✓	✓

¹ Individuals who do not elect a medical plan will receive a \$50 monthly credit.

² Post-Doctoral Scholar benefits are deducted on an after-tax basis

³ The information listed here is applicable to individuals that have a job type of Post-Doctoral Associates

⁴ In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic are not eligible to participate