

Staff & All-Temps: All Benefits Offerings

	Full-time, Regular	Part-time, Regular	All-Temps and Temporary Staff
Medical Plans			
Vendor: UPMC Health Plan			
<i>Panther Gold (National PPO option for Mechanicsburg staff)</i>	✓ ¹	✓	✗
<i>Panther PPO</i>	✓	✓	✗
<i>Panther Basic QHDH with Optional HSA</i> ²	✓	✓	✓ ³
Dental			
Vendor: United Concordia			
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓	✗
<i>Concordia Flex I</i>	✓	✓	✗
<i>Concordia Flex II</i>	✓	✓	✗
Vision			
Vendor: Davis Vision by MetLife			
<i>Fashion Excellence</i>	✓	✓	✗
<i>Designer Gold</i>	✓	✓	✗
Flexible Spending Accounts			
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>	✓	✓	✗
Life Insurance			
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>	✓	✓	✗
Retirement Savings			
Record Keeper: TIAA			
<i>Defined Contribution plan (with University match)</i>	✓	✓	✗
<i>Universal Availability (Supplemental Contributions)</i>	✗	✗	✓
Education			
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>	✓	✗	✗
Care.com Membership			
Vendor: Care.com			
<i>Premium, unlimited membership access to the Care.com network</i>	✓	✗	✗
PittPerks			
Administrator: Corestream			
<i>Access to a broad range of discounts</i>	✓	✓	✗
<i>Access to voluntary benefits at group rates</i>	✓	✓	✗
Employee Assistance Program			
Vendor: UPMC Life Solutions			
<i>Access to LifeSolutions which provides a broad range of services to assist University employees and their household members.</i>	✓	✓	✓

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

²In 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)

³In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic cannot participate in/contribute to the Health Care Flexible Savings Account.