



# 2022 Postdoctoral Benefits Summary

## Health Insurance

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



### Option 1: PPO Plan

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	 \$20 Teledoc	 \$30 Specialist	 \$100 ER
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Value-Based Benefit (VBB) to help members manage high blood pressure, high cholesterol, or diabetes (type 1 and 2) conditions. Contact Aetna to enroll.

### 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: PPO Savings Plan

**\*Not available to Postdoctoral Fellows.**


Provided by  


### In-Network Deductible

\$1,600 Individual/\$3,200 Family

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

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

 Automatic enrollment in a Health Savings Account (HSA)

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### Prescription Benefits (after deductible)

	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 PPO Savings 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 J1 Visa. J1 Visa holders are only eligible for the PPO Plan.

## Health Savings Account (HSA)

**\*Not available to Postdoctoral Fellows.**

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If you elect the PPO Savings 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 be enrolled in both an HSA and FSA per IRS guidelines
- Cannot be enrolled in a Medicare or other insurance plan
- IRS contribution maximums for 2022 are \$3,650 Individual/\$7,300 Family
- IRS allows an additional catch-up contribution in the amount of \$1,000 for age 55+

## Flexible Spending Account (FSA)

Provided by  
**HealthEquity**

**\*Not available to Postdoctoral Fellows.**

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 \$2,750 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 PPO Savings Plan for Health Care FSA.

## Vision Coverage

Provided by  
**eye  
Med**

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

- Contact lens or frame allowance up to \$130 at in-network providers
- Any frame **covered at 100%** at Target Optical (Freedom Pass)
- 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
<b>Preventive services</b>	Covered at 100%
<b>Basic services</b>	Covered at 80%
<b>Major services</b>	Covered at 60%

- Annual coverage maximum of \$1,000 for basic and major services
- Basic & major service deductible of \$25 individual/\$50 other coverage levels

## Age-Graded Life Insurance

As a new postdoctoral scholar employee, you may elect to participate in the age-graded life insurance plan. Coverage can be elected in an amount that is equal to one times your annual stipend. Postdoctoral scholars only have one opportunity to sign up for the age-graded life insurance, during the new employee open enrollment period at time of hire.

## 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 \$19,500 (plus an additional \$6,500 if 50 or older), in both 403(b) and 457(b) accounts

## Employee Assistance Program (EAP)

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

Provided by

**Health  
Advocate™**